Your world, CONNECTED

Televisa 2024 SUSTAINABILITY REPORT

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 continually invest in Mexico's digital infrastructure to connect millions of people and drive innovation, sense of belonging and productivity.

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.

EMPOWERING PEOPLE

We invest in building people's capabilities, to help them reach their full potential.

LEADING BY EXAMPLE

We embrace an ethical culture.

Content

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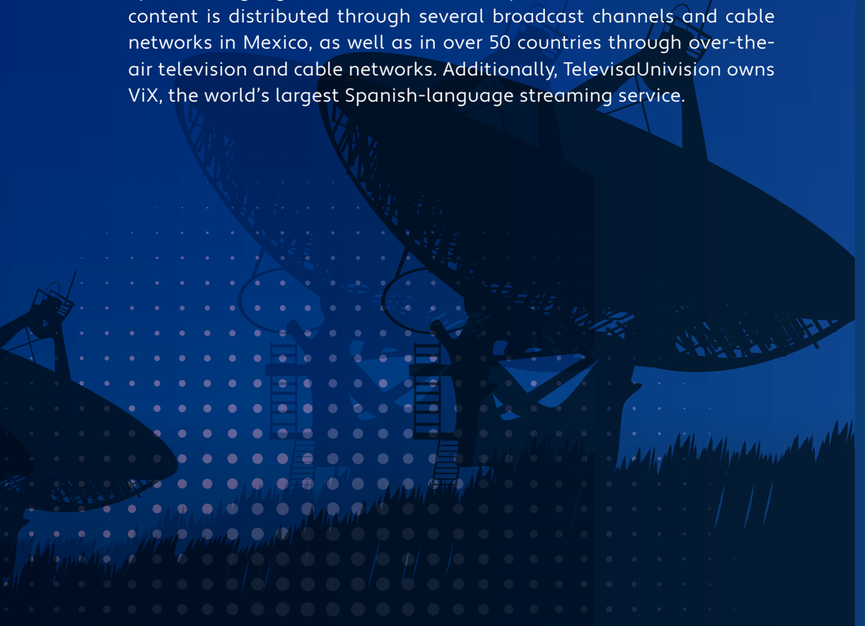
This is Televisa

Grupo Televisa S.A.B. ("Televisa") is a major telecommunications corporation which owns and operates one of the most significant cable companies as well as a leading direct-to-home satellite pay television system in Mexico. Televisa's cable business offers integrated services, including video, high-speed data and voice to residential and commercial customers as well as managed services to domestic and international carriers.

Televisa owns Sky, a leading direct-to-home satellite pay television system and broadband provider in Mexico, operating also in the Dominican Republic and Central America.

Televisa holds several concessions from the Mexican government that authorize it to distribute the programming of TelevisaUnivision, Inc. ("TelevisaUnivision") in its over-the-air television stations and Televisa's cable and DTH systems. In addition, Televisa is the largest shareholder of TelevisaUnivision, a leading Spanish-language media company recognized for its extensive library and robust production of original Spanish-language content across news, sports, and entertainment. Its content is distributed through several broadcast channels and cable networks in Mexico, as well as in over 50 countries through over-the-air television and cable networks. Additionally, TelevisaUnivision owns ViX, the world's largest Spanish-language streaming service.



CABLE

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

Divisions:

Multiple System Operators ("MSO")
The MSO which offers video, high-speed data, voice and mobile services to residential and commercial customers, including small and medium-sized businesses.

Business services
Provides telecommunications services, including data, voice and 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	3,846,518
Broadband	5,626,206
Voice	5,382,949
Mobile	333,973
Total RGUs	**15,189,646**

SKY

A leading direct-to-home satellite television system and broadband provider, operates in Mexico, Central America and the Dominican Republic.

SKY offers a complete and high-quality entertainment experience, including comprehensive pay-TV packages, encompassing exclusive content ranging from sports to concerts and special events, along with broadband services delivering speeds of up to 100 Mbps.

On June 7, 2024, Televisa announced that the Federal Telecommunications Institute had approved its acquisition of the remaining 41.3% stake in Sky held by AT&T. This acquisition gives Televisa 100% ownership of Sky.

Revenue Generating Units	
Video	4,696,038
Broadband	350,885
Voice	197
Mobile	15,501
Total RGUs	**5,062,621**

As of December 31, 2024

OTHER BUSINESSES

On January 31, 2024, we incorporated and spun off Ollamani, S.A.B. ("Ollamani"), a new controlling entity of our former Other Businesses segment. On February 20, 2024, Ollamani was listed and began trading on the Mexican Stock Exchange under the ticker symbol "AGUILAS CPO".

REVENUES CONTRIBUTION

** 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.

INVESTMENTS IN AFFILIATES AND JOINT VENTURES

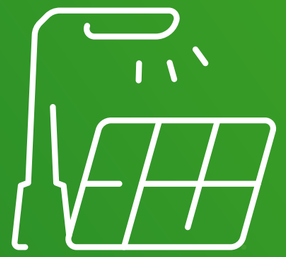
TelevisaUnivision is the world's leading Spanish-language media company. Powered by the largest library of owned Spanish-language content and a prolific production capability, TelevisaUnivision is the top producer of original content in Spanish across news, sports and entertainment verticals. This original content powers all of TelevisaUnivision's platforms, which include market-leading broadcast networks Univision, Las Estrellas, Canal 5 and UniMás, and a portfolio of 38 cable networks, which include TUDN, Galavisión, Distrito Comedia and TL Novelas. The company also operates the leading Mexican movie studio, Videocine, and owns and operates the largest Spanish-language audio platform in the U.S. across 35 terrestrial stations and the Uforia digital platform

ViX is the world's first large-scale streaming service exclusively targeting Spanish-speaking audiences. Owned by TelevisaUnivision, ViX celebrates Latino cultures and Spanish-language storytellers with an unprecedented 80,000 hours of free and paid premium content across all genres, including movies, comedy series, novelas, drama series and children's content, as well as live news and sports. Leveraging more than 300,000 hours of TelevisaUnivision's content library and a robust intellectual property catalog to create an unparalleled offering, the global streaming service enlightens Spanish-language entertainment by pushing boundaries and igniting joy with its unparalleled content. ViX includes a free tier and premium subscription plans. Giving subscribers access to a breadth of content and a premium Spanish-language offering never seen before in a streaming service, premium plans offer over 7,000 hours of live sports and more than 80 streaming channels.

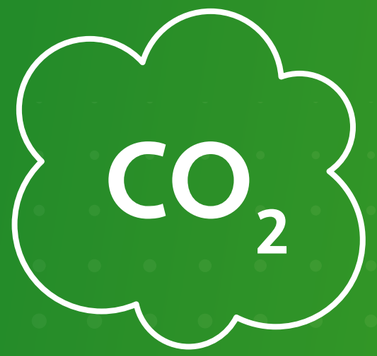
For more information, please visit **televisaunivision.com**.

2024 at a glance

ENVIRONMENTAL



Initial installation of **solar panels** in our corporate headquarters



Training sessions on **carbon footprint** to employees

2.6
million devices refurbished in our Repair and Service Centers

Completed Scope 3 emissions inventory

Employees trained to be **internal auditors in quality, safety, and environmental** management systems

19%
reduction
in Scope 1 emissions (9,064.08 tCO2e)

SOCIAL

28,038
employees, **34%** women

88.7%
of senior executives trained on **ESG issues**

100%
of management level employees included in the **annual performance evaluation**

34%
increase in training hours per employee: from 30.60 in 2023 to **46.29** in 2024

12%
increase in total training hours compared to 2023: **1,297,996 hours**

DIGITAL INCLUSION

95.34%
rating in problem solving through our social media customer service channels, according to our satisfaction surveys

ISO 18295
Certification – Quality Management
for customer interaction in all our call centers

Through Fundación Televisa we provided **STEM skills** to

24,695
girls and young women with the **Tecnolochicas** program, a
35% increase
compared to 2023

19.9
million
homes passed

2,824,709
customer interactions solved through WhatsApp, an **11% increase** since 2023

BUSINESS AND CORPORATE GOVERNANCE

62.3
billion pesos
in revenues

PCI-DSS COMPLIANT
PCI-DSS
Validated
LEVEL 1
VALIDATED SERVICE PROVIDER

PCI-DSS
level 1 certification

since 2019, based on the Payment Card Industry Data Security Standard

20.2
million
Revenue Generating Units (RGUs)

UN GLOBAL COMPACT

Signatory to the **UN Global Compact** since 2016

40,594

training hours in data protection and information security

KYC
(Know Your Customer)
Completion of this form is required prior to engaging in any business relationship

Televisa

Business Strategy

We operate a Cable business and Sky, a DTH platform. We intend to continue strengthening our position in these businesses and growing by continuing to make additional investments, which could be substantial in size, while maintaining profitability and financial discipline.

We are the largest shareholder of TelevisaUnivision, a leading media company producing, creating and distributing Spanish speaking content through several broadcast channels in Mexico, the United States and over 50 countries through TV networks, cable operators, audio platforms and streaming services. We intend to continue exploring potential ventures and business opportunities with TelevisaUnivision.

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

Cable

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

During the year, we continued with our growth program in which we expanded our footprint by 365 thousand homes, reaching approximately 19.9 million homes passed in the country.

Our network is up to cable industry standards, combining traditional hybrid fiber-coaxial, fiber deep, and deployments of Gigabit Passive Optical Networks (GPON).

Our infrastructure fully integrates Internet Protocol Access and Large-Scale Core networks, strategically positioned across multiple regions to optimize our capacity in serving both residential and enterprise customers. Presently, our capabilities can deliver high-speed connectivity, reaching up to 1,000 megabits in the majority of our homes passed within the residential segment, while also offering tailored solutions to meet the unique demands of our enterprise customers.

Revenue for our Cable segment declined by 2.9% in 2024, mainly driven by the slight decrease of 207 thousand total RGUs. This mild RGU decline was partially driven by our strategic focus on value customers.

We continue to lead aggregating services of Over the Top (OTT) platforms in Mexico. During the year, we continued to add new OTT services into our packages, such as Vix+, strengthening our product suite. In addition, we continue to deploy our state-of-the-art Android TV set-top boxes, upgrading portions of our network to DOCSIS 3.1 technology and Fiber-to-the-Home (FTTH).

19.9
million homes passed

+37.9%
Operating Cash Flow growth

During 2024, our Cable segment ended with 15.2 million RGUs, improving service quality and offering attractive broadband, video, voice and mobile packages.

Our mobile service (izzi Móvil), with its disruptive pricing and services, has continued to grow, reaching 334 thousand subscribers at the end of 2024.

Sky

In 2024, we kept offering some of the best content and exclusive sports through different packages and platforms.

Sky is our direct-to-home (DTH) satellite television and fixed wireless Broadband operation. Through its payTV packages, it reaches nearly every corner in Mexico, plus the Dominican Republic and Central America.

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 100 Mbps, with around 5.1 million RGUs.

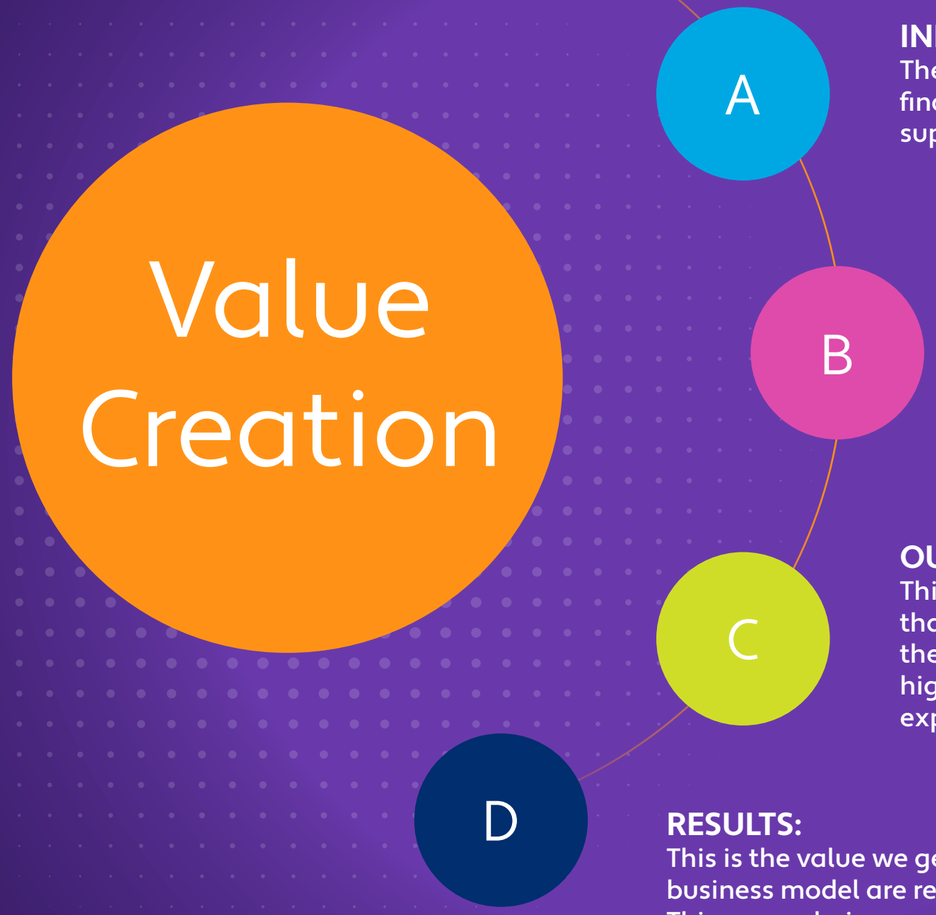
+2.7%
Operating Cash Flow
growth

Sky continues innovating on new platforms and has launched Sky+, an Over-The-Top platform that offers the possibility to access Sky's exclusive sport content without subscribing to any other service. This content includes La Liga, Bundesliga, UEFA tournaments and the NHL, among other content, and can be accessed through any device.

Value Creation Model

Our value chain encompasses the interactions, resources, and relationships that Televisa depends on to develop and deliver its products and services, from concept to consumption and end-of-life.

Our Value Creation Model, which considers the six capitals of the IR Framework: Financial, Manufactured (Technology & Infrastructure), Intellectual, Human, Social & Relationship and Natural, provides a comprehensive view of this process by addressing a broad range of factors that influence value creation. It consists of four sections: Inputs, Business Activities, Outputs, and Results.



INPUTS:
The resources we depend on to create value include our human capital, finance, technology and infrastructure, customers and communities, suppliers and natural capital.

BUSINESS ACTIVITIES:
Encompassed by our integrated ESG approach, this section explains how we utilize our inputs and capital to generate value for our stakeholders. It essentially addresses the question, “How do we do it?” The answer is our vision of doing it efficiently through strategy, culture, governance, risk management, innovation, compliance, and transparent engagement with stakeholders.

OUTPUTS:
This section answers the question, “What do we do?” We offer services that turn into timely, useful and meaningful digital experiences across the Cable and Sky segments. We continue to grow and invest, providing high-quality products and services that meet the daily needs and expectations of our customers across the country.

RESULTS:
This is the value we generate for our stakeholders by fulfilling our purpose. The benefits of our business model are reflected not only in financial terms but also in non-financial contributions. This means being responsible in the use of our financial, intellectual and natural resources, among others, and maintaining continuous communication with our stakeholders to drive portfolio innovation.

Value Creation Model

We bring people closer to what matters most to them

INPUTS:

Economic & Governance

Financial
- Income: Consolidated revenue reached MXN **66.2** billion
- Debt: MXN **78,547,927** million
- Customers: **21.5** million Revenue Generating Units (RGUs)

Intellectual
- Concessions: Various services, satellite TV, internet, pay TV, and others.
- Software & licences: Certified under the International Security Standard ISO 27001.

Social

Human
- Women in top management: 23.29%
- Operative employees: 32,742
- Engagement: **1,139,930** training hours

Social & Relationship
- Customer Satisfaction
- Brand Power
- Suppliers: About **2,200** suppliers, 92% domestic
- Fundación Televisa: Transformed the lives of **785,583** children, young people and adults in Mexico and the United States through digital literacy programs

Environmental

Manufactured
- Home Passed: 19.6 million
- Network FTTH & HFC:
- **203,946** km of fiber
- Hubs: **36** Super Hubs & **8** Grand Hubs

Natural
- Fuel: Scope 1 - **653,445.72** GJ
- Electricity: **401,010.49** MW
- Materials & waste: **2.9** million electronic devices refurbished

BUSINESS ACTIVITIES:

Economic Dimension:
- Operational efficiency practices
- Financial responsibility

Climate-resilient connections:
- Energy and fleet efficiency
- Environmental compliance
- Take-back programs

Digital Inclusion:
- Network expansion and maintenance
- Customer experience improvement
- Digital skills development

Empowering People:
- Training and development programs
- Human Capital Management
- Responsible Labor practices

Leading by example:
- Information security & Data Privacy training
- Supply chain management
- Digital skills development

OUTPUTS:

Cable & Sky (DTH)

OUTCOMES:

Economic & Governance

Financial
- Income: Consolidated revenue reached MXN **62.3** billion
- Debt: MXN **98,398,223** million
- Customers: **20.2** million Revenue Generating Units (RGUs)

Intellectual
- Concessions (viewers / hours / interruptions)
- Software & licences + packages (3PM)

Social

Human
- Women in top management: **22.41%**
- Operative employees: **27,878**
- Engagement: **1,297,996** training hours

Social & Relationship
- Customer Satisfaction: **5%** increase between 2Q & 4Q in key performance indicators (NPS)
- Brand Power: "Offering all the services that the client requires" is our standout attribute
- Suppliers: Trained in Code of Conduct
- Digital inclusion program beneficiaries: **35,829** people

Environmental

Manufactured
- Home Passed: **19.9** million
- Network FTTH & HFC: **234,244** km of fiber
- Hubs: **36** Super Hubs & **8** Grand Hubs

Natural
- Fuel emission reduction: **24%**
- Devices refurbished: **2.6** millions
- Scope 3 emissions calculated: **535,088.97** tCO_2

BUSINESS MANAGEMENT: - Governance - Compliance - Culture & Strategy - Innovation - Transparency - Risk Management

Our Products and services

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

CABLE

Integrated video, high-speed data, voice and mobile telephony services for residential and business customers.

- Pay-TV services
- Broadband internet
- Digital Telephony
- Mobile Telephony

izzi go

izzi combos

Cable Coverage

Operations throughout Mexican territory

INTEGRATED CABLE SEGMENT

MULTIPLE SYSTEM OPERATORS (MSO)

Offer high-speed data, video, voice and mobile services to residential and business clients, including small and mid-sized enterprises.

ENTERPRISE

Telecommunications services, including data, voice and administered services, integration and cloud services to domestic and international operators, as well as business, corporate and government clients in Mexico and the United States.

SKY

Leading provider of DTH satellite service (pay-TV) in Mexico.

SKY DTH

Sky Coverage

Operations in Mexico, Central America and the Dominican Republic

Investments in Associate and Joint Ventures

Televisa Univision

TelevisaUnivision is the world's leading Spanish-language media company. Powered by the largest library of owned Spanish-language content and a prolific production capability, TelevisaUnivision is the top producer of original content in Spanish across news, sports and entertainment verticals. TelevisaUnivision is also the owner of ViX, the largest Spanish-language streaming platform in the world.

STREAMING

skeelo, HBO max, STINGRAY KARAOKE, ViX Premium, PREMIER, sky spor, Paramount+, Disney+, NETFLIX, Qello CONCERTS, UNIVERSAL TV, tv+

SPORTS CONTENT

BUNDESLIGA, COPA DEL REY, FS PREMIUM, FOX SPORTS PREMIUM, LALIGA, NBA LEAGUE PASS, UEFA, NFL, NHL, LIGA MEXICANA DEL PACIFICO, DAVIS CUP

Materiality Analysis

Context for the telecommunications industry

The telecommunications industry has experienced a radical transformation in the past decades, driven by technological advances like Artificial Intelligence (AI), Internet of Things (IoT), 5G, and cloud services. These advances have resulted in a growing demand for connectivity services and have redefined the way in which we live and work.

Global factors impacting the industry:

Digitalization

The digital transformation of companies and people has increased the demand of telecommunication services.

Changes in technology

The implementation of the 5G network is revolutionizing the industry, allowing faster connections and a higher network capacity.

IoT

The growing number of connected devices generate a great amount of data, which requires more robust networks and data management services.

Cybersecurity

The cybernetic threats which are also under constant evolution, demand investment in security to protect networks and customer data.

Regulation

Government regulations, like those regarding data privacy and economic competition, have a relevant impact on the industry.

Climate change

Telecommunication companies are looking for new ways to reduce their carbon footprint and have more sustainable operations.

Country-specific factors (Mexico)

Digital divide

There is an important digital divide between urban and rural areas, which represents several challenges and opportunities for telecommunication companies to reach new markets.

Service reach

Specially in rural areas, telecommunications services reach is still an important objective for the government and companies.

Competition

The Mexican telecommunications market is highly competitive, with a few big operators that have been relevant for a long time, and several new ones.

Infrastructure

The investment in telecommunications infrastructure is key to guarantee coverage and quality of the services.

Regulation

The regulatory framework has been overseen in the past 13 years by the Federal Telecommunications Institute (Instituto Federal de las Telecomunicaciones, IFT). However, On December 20, 2024, the Executive Branch published the Constitutional Amendment in the Official Gazette, dissolving seven autonomous, authorities, including the IFT. Under this amendment, IFT's competition-related functions will be transferred to a newly created antitrust body called the Digital Transformation and Telecommunications Agency (Agencia de Transformación Digital y Telecomunicaciones), which, although decentralized from the Executive Branch, will have legal status, its own budget, and technical and operational independence in its decisions, organization, and operation. Additionally, the separation between the investigative and adjudicative authorities will be maintained. All non-antitrust functions previously handled by the IFT will now fall under the jurisdiction of the Ministry of Infrastructure, Communications, and Transportation. The Digital Transformation and Telecommunications Agency (ATDT) came into operation on January 1, 2025, as established in the decree that transfers the resources of the National Digital Strategy Coordination to the new agency. The processes for the transfer of these resources concluded on December 31, 2024. The ATDT will be in charge of digital transformation and innovation in public administration, seeking to simplify and digitize procedures, improve the quality of government services, and promote transparency and citizen participation.

Sustainability at Televisa

As we strive to operate our business efficiently, we focus on managing our environmental, social, and governance (ESG) performance. Part of our efforts is to develop a consistent, transparent, and comparable ESG reporting framework for our stakeholders. Thus, we publish an Annual Sustainability Report in accordance with the Global Reporting Initiative (GRI) standards and seek to progressively integrate other standards, including those of the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Consequently, in addition to the risk assessment we conduct, we recognize the need to perform an even deeper analysis to identify the relevant areas to which we must allocate resources in order to excel in a dynamic global and competitive environment.

At Televisa, we conducted a new materiality analysis aimed at identifying topics that are relevant due to their environmental and potential financial impacts, which represent both risks and opportunities for the company. This process was strongly informed by feedback from our stakeholders.

Objectives and justification

Objectives

The development of our materiality analysis pursued the following objectives:

1. Identify the most relevant environmental, social, and governance risks and opportunities for Televisa and its stakeholders.
2. Integrate Televisa's main stakeholders expectations and needs as a starting point for defining its ESG strategy.
3. Establish critical and priority ESG material topics for the company.

Benefits

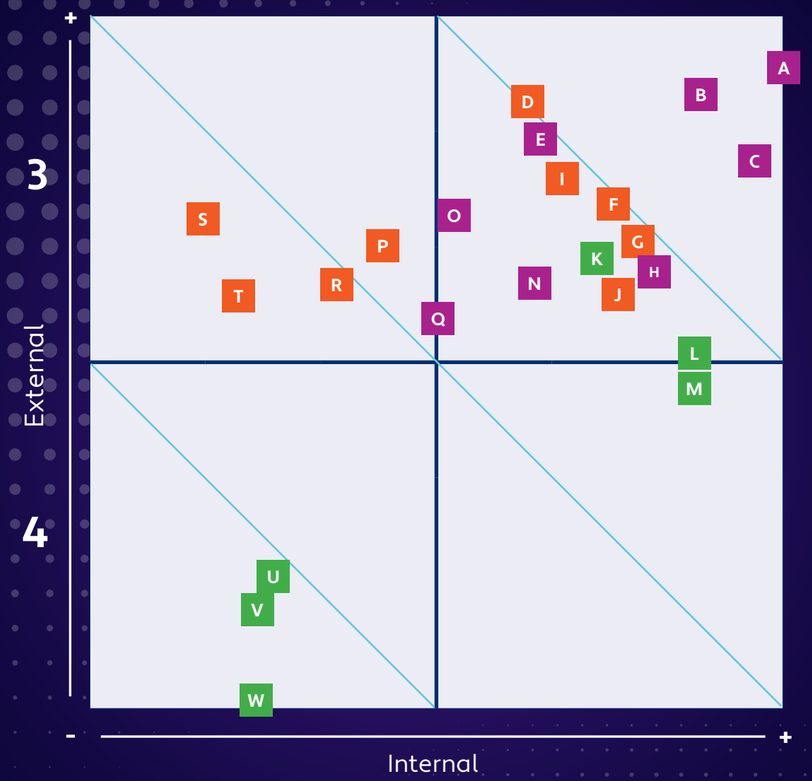
Through this exercise, we hope to gain added value by understanding the issues that impact our stakeholders and our business the most. To strengthen our position as a leading telecommunications and entertainment company, we must also consider industry priorities and establish a comprehensive ESG strategy aligned with our business goals.

Methodology

Our methodology for this analysis focuses on providing our most relevant stakeholders with a platform to communicate their opinions and assess the impact that material topics have on the company. The general process consists of the **following steps:**

1. **Stakeholder definition** — Confirmation of stakeholders and their relevance for the company.
2. **Industry benchmark on material topics** — Perform a first filter of material topics for the industry to guarantee the effectiveness of communication with stakeholders and company evaluation.
3. **Data collection** — Through surveys and interviews, obtain the data and valorizations for each material topic for each stakeholder, and the impact each topic has on the business.
4. **Analysis and matrix** — Information configuration, weighing stakeholders' relevance for our external impacts, and involving the Enterprise Risk Management (ERM) process, directives, employees, and the ESG strategy for business impact.
5. **Validation** — Consolidation and presentation of results to the Sustainability Committee, prior to their publishing.

MATERIALITY MATRIX



Tier	Letter	Topic
1	A	Customer satisfaction
	B	Digital inclusion
	C	Talent management
2	D	Data privacy
	E	Innovation
	F	Cybersecurity
	G	Business continuity
	H	Wellness and work-life balance
	I	Ethics and anticorruption
	J	Supply chain
	K	Renewable energies
	L	Product end-of-life management
	M	Energy efficiency
	N	Health and safety
	O	Human rights
	P	Resilient infrasructure
3	Q	Diversity, equity and inclusion
	R	Corporate governance
	S	Risk management
4	T	Whistleblower channels
	U	Greenhouse gas emission reduction
	V	Climate change risk and opportunities
	W	Climate change effects

Social
Governance
Environmental

Based on the results, we defined four tiers, one of which is the most material. These results reflect the importance of keeping our materiality matrix up to date, as there have been significant changes compared to the last fiscal year, which may be partly due to the company's structural shifts toward a telecommunications focus.

This information enables us to enhance our sustainability strategy, which effectively addresses the issues that are important to our stakeholders and whose implementation will also be reflected in improved business performance.

Material topics and their impacts:

Material topic	Type of impact (Savings, revenues, risk)
Customer satisfaction	Savings, revenues, risk
Digital inclusion	Revenues, risk
Talent management	Savings, risk
Data privacy	Risk
Innovation	Savings, revenues, risk

Business cases:

Customer satisfaction

Ensuring customer satisfaction is directly linked to the churn indicator. In a highly competitive industry, cultivating customer relationships is crucial, as it leads to savings in new installations and increased revenue by ensuring an ever-increasing contract period. However, it also poses a risk of financial impact if the competition performs better and our customers decide to move to another company.

Customer satisfaction also has a direct impact on society, as telecommunications services are part of people's daily lives. A lack of satisfaction would lead to service failure and consequently, have an impact on our community.

Digital Inclusion

As a country with a significant gap in digital inclusion, reaching more people with quality services is an opportunity area which can directly lead to higher revenues. Improving digital skills also creates demand for our services and enhances our reputation. On the other hand, failing to expand our reach and affordable product offering, while other companies in the industry do, would leave us behind.

Promoting digital inclusion helps achieve one of the Sustainable Development Goals by developing skills in communities, enabling them to have a better quality of life. Affordable offerings also create a positive impact, enabling connectivity for low-income populations.

Talent management

Managing talent appropriately directly impacts employee turnover indicators, resulting in direct savings by avoiding increased staffing costs. On the other hand, it represents a risk to the business, as there is the possibility of losing highly productive talents who generate value for the company.

The impact on our employees is direct, as employees who perceive a positive work environment are those who work with purpose, can grow in the company, and thus create a positive impact on their lives.

Data privacy

Data privacy of our employees and customers is an obligation. We acknowledge the reputational and regulatory risks associated with any breach of data privacy protection; therefore, we have protocols and systems in place to prevent such breaches.

We understand the negative impact of data breaches on the lives of people affected, which varies widely from case to case.

Innovation

As part of an industry where technology evolves rapidly, it is essential to remain at the forefront of technological development, products, and services. Innovation can represent savings and new revenue streams as long as we maintain a focus on risk prevention in order to avoid potential costs for the company.

Innovation also has a positive impact on society by enabling better services, reaching more people, and potentially reducing costs—benefits that can be passed on to customers.

Our material topics and descriptions

By promoting concrete actions that foster the development of our country and business resilience, we can bring to life our purpose of connecting people with what matters most to them.

Customer satisfaction

Customer satisfaction refers to how well you, as a product or service provider, meet the needs and expectations of your customers. Improving customer satisfaction fosters loyalty and drives organic growth, ultimately enhancing business performance and positively impacting customers' lives.

Digital Inclusion

Digital inclusion refers to ensuring that all individuals—regardless of their location, socioeconomic status, or ability—have access to internet connectivity, digital tools, and the necessary technological skills. It is an essential driver of economic, educational, and social development. Promoting digital inclusion not only enhances social equity but also reinforces the role of telecommunications companies as leaders in sustainability. It enables new markets and builds industry resiliency by continuously developing a customer base.

Talent management

Talent management encompasses the attraction and retention of talent, as well as employee rewards and recognition. Talent attraction involves identifying and recruiting the most appropriate candidates for an organization, while talent retention refers to the strategies and practices implemented to keep talented and skilled employees within the organization. Employee reward programs are designed to motivate and acknowledge performance at both individual and/or group levels. While usually considered separate from salary, these programs can include both monetary and non-monetary incentives that represent a company investment. Rewarding and recognizing employees fosters greater engagement, increases retention, and contributes to a more positive workplace.

Data privacy

Refers to the right of individuals to control how their personal information is collected, used, stored and shared in line with Mexican law and international best practices. As part of our commitment to data privacy, we maintain robust policies to ensure the responsible handling of personal data in line with Mexican law and international best practices.

Innovation

Refers to the process through which individuals and organizations develop new products, processes, and ideas or reimagine existing ones in novel ways. As the world, communities, and customers evolve, so do their needs. Anticipating and addressing those needs improves business resiliency and strengthens engagement with the company's context.

Cybersecurity

Cybersecurity refers to the application of technologies, processes and controls to protect systems, networks, programs, devices and data from cyber-attacks. Its main objective is to reduce the risk of such attacks and prevent the unauthorized access or exploitation of digital systems and technologies. By implementing robust cybersecurity measures, companies not only safeguard their own information, but also help ensure that the services and products they offer remain secure and reliable for customer use.

Business continuity

A business model comprises various elements, including value proposition, customer segments, revenue streams, cost structure, key resources, key activities, key partnerships, and channels. Business model risk refers to the possibility that a company's business model becomes ineffective or obsolete due to changes in the external environment, customer preferences, technological innovations, or competitive actions which may impact performance, profitability, and sustainability. Business continuity involves preparing for constant changes in consumer demands, technological advances, and evolving regulations, enabling the organization to continue operating and growing with minimal disruption. This also means developing the business, incorporating new technologies and updating processes to remain relevant and appealing to current and future customers.

Wellness and work-life balance

Employee well-being and work-life balance are essential for maintaining a productive, engaged, and healthy workforce. Companies that prioritize these aspects foster a positive work culture, improve retention rates, and enhance overall performance. Employee wellness encompasses physical, mental, and emotional health within the workplace. Work-life balance ensures that employees can effectively manage their professional responsibilities while maintaining a fulfilling personal life. Employees who feel mentally and physically well tend to perform better and stay motivated, avoid burnout and contribute to the organization's success.

Ethics and anticorruption

This area encompasses transparency and ethical business practices. Transparency and disclosure are essential components of a robust corporate governance framework, as they provide the base for informed decision-making by shareholders, stakeholders and potential investors regarding capital allocation, corporate transactions, and both financial and non-financial performance. Ethical business practices involve fostering a culture where decisions and actions contribute to building sustainable businesses, respecting the needs of all stakeholders and complying with their ethical and legal obligations. Strong corporate governance practices and compliance with laws, regulations and company standards protect the company and help ensure it does not have a negative impact on its stakeholders.

Supply chain

Ensuring that supply chain partners operate in line with the company's social, environmental, health and safety, human rights and labor standards is essential to improving ethical practices. Developing collaborative and mutually beneficial relationships with existing and potential supply partners yields greater levels of innovation and competitive advantage than could be achieved through a traditional, transactional purchasing agreements.

Renewable energies

Renewable energies are derived from sources that do not deplete over time and have a lower environmental impact. Telecom companies rely on data centers, network infrastructure, and cell towers, which consume a significant amount of electricity. Transitioning to renewable energies lowers CO_2 emissions and enhances environmental responsibility. Adopting renewable energies can also lower electricity costs and provide more stable energy prices, especially in regions with high grid dependency. Innovative solutions such as solar-powered telecom towers ensure continuous connectivity in the remote areas where traditional power grids may be unreliable.

Product end-of-life management

Due to the rapid obsolescence of communication devices, they are increasingly representing a significant proportion of electronic waste (e-waste) in landfills, driven in part by low recycling rates. Telecommunications companies face increasing regulatory risks related to this issue.

E-waste regulations often require vendors or manufacturers to pay for waste recycling or product take-back and recycling programs. While non-compliance may result in penalties or costs, companies also have opportunities to generate value through refurbishing and re-selling devices. This increasingly creates incentives for companies to manage end-of-life impacts. Establishing take-back programs to recover end-of-life materials, recycling or remanufacturing may increase cost savings and develop a more resilient supply of manufacturing materials.

E-waste includes electronic products that are unwanted, not working, or nearing the end of their useful life. It contains chemicals that are harmful to human life and the environment. Improper disposal of these items poses a significant threat to soil, water, and air.

Energy efficiency

Energy efficiency refers to the ratio between the output in performance, service, goods or energy, and the input of energy required to achieve it. There are several energy efficiency measures to help improve the energy and operational performance of data centers and other facilities. Improving energy efficiency directly contributes to cost reduction, as well as an overall reduction of CO_2 emissions.

Health & safety

A workplace health and safety management system comprises a set of policies, procedures, and plans to manage health and safety risks systematically. Its purpose is to minimize the risk of injury and illness from workplace operations, while improving working conditions and the surrounding environment. Occupational health focuses on promoting and maintaining the highest degree of physical, mental and social well-being for employees. This involves a process of anticipating, recognizing, evaluating and controlling risks arising in or from the workplace that are harmful to the health and safety of employees.

Human rights

Human rights refer to the commitment to uphold the principles set out in the Universal Declaration of Human Rights and the ILO Convention. This includes addressing issues such as forced, compulsory and child labor, as well as safeguarding the rights to freedom of association and collective bargaining. Complying with global frameworks and local regulations regarding human rights is essential to ensure responsible operations and to prevent a negative impact on the workforce.

Resilient infrastructure

Involves incorporating processes, controls, and investments to guarantee that the infrastructure supporting the company's services remain functional. With increasing climate change adverse effects, it is essential to prepare the infrastructure to withstand extreme weather events. Protecting the infrastructure has a direct impact on preventing service disruption, which is a vital component of the telecommunications industry performance, which contributes to a positive customer experience.

Diversity, equity, and inclusion

Diversity, equity and inclusion are interconnected concepts. Diversity is about representation or the make-up of an organization; equity means providing equal opportunities, resources and treatment; inclusion is about how well the contributions, presence and perspectives of different groups of people are valued and integrated into an environment. Preventing discrimination based on gender, ethnicity, sexual identification and orientation, disabilities and other forms of discrimination is crucial to promote a diverse, equitable and inclusive workforce that performs to their full potential.

Corporate governance

Corporate governance refers to a system of rules, roles, procedures, and responsibilities that control how an organization is operated. It also defines how an organization's people and objectives are held accountable.

Risk management

Enterprise risk management addresses the risks and opportunities affecting value creation or preservation. It is a process carried out by an organization's board of directors, management and personnel, and integrated into strategic planning across the enterprise. ERM is designed to identify potential events that may affect the organization and its stakeholders, and to manage risks within its risk appetite. Its goal is to provide reasonable assurance regarding the achievement of the organization's objectives.

Whistleblower channels

Whistleblowing channels are key components of an effective compliance program, enabling employees, suppliers, or third parties to report misconduct in a safe and confidential manner. These systems may include: i) Hotlines for reporting irregularities via phone or digital platforms. ii) Anonymous complaint boxes, which allow individuals to express concerns without fear of retaliation iii) Whistleblowing management software, providing tools to document, investigate, and resolve reports in a structured manner. iv) Whistleblower protection policies, which are critical to ensuring that those who report wrongdoing do not suffer retaliation. The whistleblowing system must be closely connected to internal audit functions and guarantee that proper actions are taken to prevent adverse effects against whistleblowers, whether they are employees, vendors, or other stakeholders.

Greenhouse gas emission reduction

GHG emission reduction refers to efforts to lower the amount of carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and other greenhouse gases released into the atmosphere due to human activity. These gases contribute to climate change by trapping heat in the Earth's atmosphere.

Many governments and organizations have set strict emission reduction targets under frameworks such as the Paris Agreement and net-zero commitments. Energy-efficient technologies, such as reducing power consumption and cutting operational costs, are effective strategies for reducing emissions and lowering costs. Investors and stakeholders are increasingly prioritizing companies actively reducing emissions. Reducing emissions also represents a competitive advantage, as companies with strong carbon reduction policies attract customers and business partners who value sustainability. Finally, reducing emissions helps businesses build resilience against climate change transition risks like new regulations or credit risks.

Climate change risks and opportunities

Climate change can directly and indirectly impact businesses, affecting operations, financial stability, and long-term viability. Climate change risks include physical risks, that are further categorized into acute, like extreme weather events, and chronic, in which a constant increase or decrease in temperatures have a negative effect in a company's infrastructure. Other kinds of climate risks are transition risks—which are reputational—regulatory, technological, financial or credit, as well as supply chain risks, which have a potential to impact negatively on the business. On the other hand, opportunities regarding climate change are those technologies, processes, and investments that represent a return for the company because of the increased pressure to prevent climate change.

Climate change effects

Effects of climate change encompass a wide range of environmental, social, and economic consequences driven by rising global temperatures, shifting weather patterns, and ecosystem disruptions. Businesses, including telecommunications companies, must recognize these impacts to mitigate risks and adapt strategies for resilience. Effects may include extreme weather events, rising temperatures, rising sea levels and coastal erosion, water scarcity, biodiversity loss, and economic and social disruptions.

Water management

Water management encompasses the strategies and practices aimed at optimizing water use, reducing waste, and protecting water sources in business operations. This includes efficient water consumption, wastewater treatment and pollution control across various functions such as cooling systems, production processes and sanitation. Optimizing water use reduces costs and enhances efficiency. Proper management helps prevent pollution, depletion of freshwater sources, and damage to ecosystems. Many regions enforce strict water regulations regarding water usage, wastewater disposal, and pollution control. Climate change and population growth are increasing water stress, making sustainable management crucial for long-term business stability.

Our Sustainability Approach

Our sustainability approach is guided by our purpose: “We bring people closer to what matters most to them.”

At Televisa, our vision of sustainability is rooted in creating shared prosperity. That is why our material ESG topics are deeply embedded in the way we manage our business. We take a holistic and interconnected approach, continuing to connect lives and build stronger connections through innovation and investment in resilient communication technologies, empowering society to thrive. Through reliable, high-quality connectivity, we improve the quality of life for all, today and for generations to come.

For Televisa, sustainability represents a fundamental opportunity for innovation, collaboration, growth, and the creation of long-term value. We are committed to integrating it into every aspect of our operations, empowering our teams with the tools needed to achieve our goals.

Our priorities for shared prosperity include conducting business with integrity, engaging our entire value chain, and creating a positive impact by empowering our people, providing them with the necessary connectivity tools and knowledge, and utilizing resources efficiently, while preparing for the climate transition.

With this in mind, our strategy is built from these four pillars:

Climate-Resilient Connections

We connect society by strengthening climate-resilient communication technology.

Digital Inclusion

We enable and ensure equal access to information and communication technologies to keep all of society in sync with the world.

Empowering people

We invest in building people’s capabilities, to help them reach their full potential.

Leading by example

We embrace an ethical culture.

ESG Strategy

Climate-Resilient Connections

We connect society by strengthening climate resilient communication networks

Climate-resilient communication networks and infrastructure are planned, designed, built and operated to anticipate, prepare for, and adapt to changing climate conditions. They are engineered to withstand, respond to, and recover quickly from climate-related disruptions such as hurricanes, flooding and droughts.

Digital Inclusion

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

Digital inclusion is defined as “equitable, meaningful, and safe access to use, lead, and design digital technologies, services, and associated opportunities for everyone, everywhere".

Our core business enables the conditions for people to access our products and services. Through our offering, we help bridge the digital divide.

We Empower People

We invest in building people´s capabilities; to help them reach their full potentioal

Empowering someone means to provide the right balance of encouragement, support and freedom to help them reach their full potential.

Leading by Example

We embrace an ethical culture

Leading by example means acting with integrity, guided by a clear and consistent set of values and principles that define our ethical culture.

ESG Objectives

Pilar	Goal	Deadline	2023	2024
Climate-resilient connections	Reduce 20% of our CO_2 emissions.	2030	835,195.57 tCO_2	6% decreased over 2023
	Reduce water consumption by 20%.	2030	25,444.98 m^3 (recalculated)	Increase in scope, 80% of coverage
Digital Inclusion	Contribute to increasing internet penetration in Mexico to levels comparable with other Latin American countries, reaching approximately 85% of homes.	2025	Cable services reach 264 Mexican cities and 31 states.	1.5% increase in homes passed compared to 2023
	Continue contributing to closing the digital divide.	-	New objectives for 2023	66% increase compared to 2023
We empower people	Promoting that all our frontline employees are trained in digital skills.	2025	Definition of first line scope	95.13% trained frontline employees
	Strengthening our ESG culture on material issues by training 100% of our leadership positions.	2025	32% trained senior executives	89 % trained executives
	Achieving 98% workforce participation in performance evaluations.	2030	New objectives 2023	Goal achieved
	Obtaining ISO 45001 health and safety certification.	2025	New objectives 2023	In the process of defining scope
Leading by example	Training 95% of our employees on information security issues by 2025.	2025	New objetives 2023	Goal achieved

Since we began our sustainability journey, we have made significant progress toward our objectives:

- In 2022, we **strengthened our ESG strategy** by setting objectives across our four pillars.
- In 2023, in collaboration with multidisciplinary working groups, we **defined new goals in the pillars** of Digital Inclusion, Empowering People and Leading by Example.
- Environmental indicators were recalculated, and a new 2023 baseline was established to better reflect the **company's current operations**.
- In 2024 we **completed our carbon footprint calculations**, including not only Scope 1 and 2 emissions, but also Scope 3..
- Additionally, in 2024, following the completion of our corporate restructuring, we **carried out an updated materiality analysis**.

ESG Objectives

At Televisa, we drive our business through established management structures that include planning and implementation processes, which enable informed decision-making and execution, always embedding sustainability at multiple levels of our business.

Oversight of ESG issues

Televisa's Board of Directors, through its Audit Committee, is responsible for overseeing compliance with our ESG strategy. The Audit Committee is composed of three independent Board of Directors members. In 2024, the Audit Committee met four times to discuss and review Televisa's progress in implementing the ESG strategy.

ESG management and execution

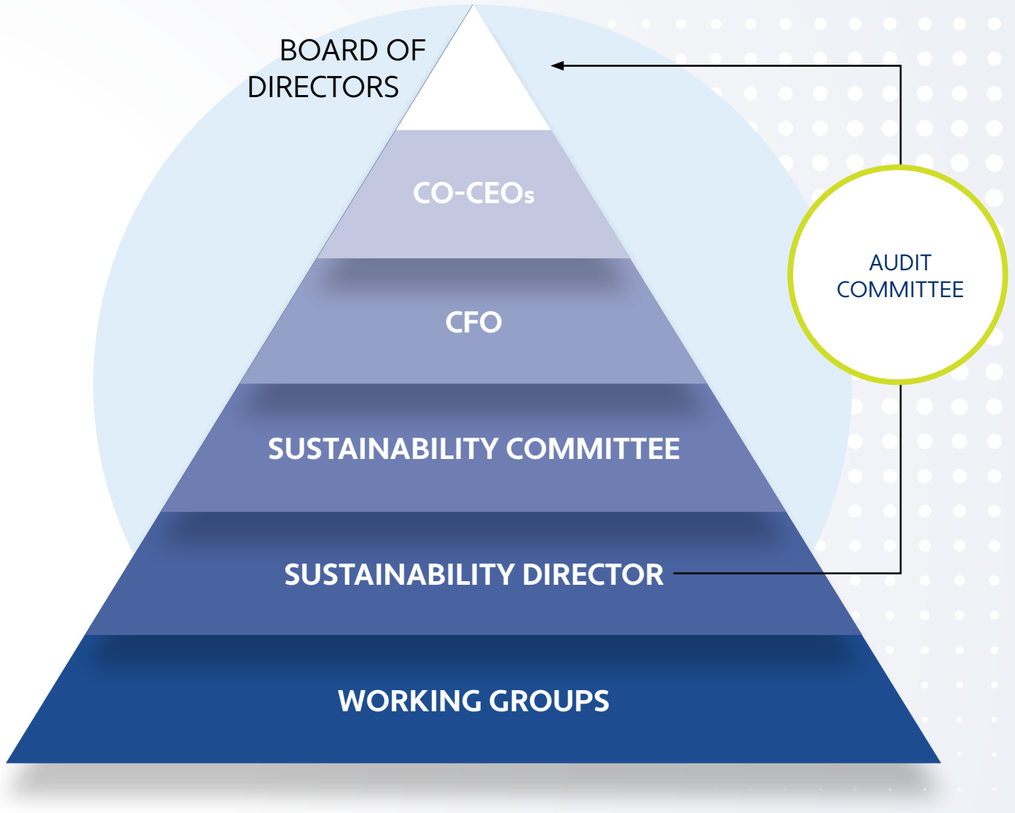
Televisa's sustainability strategy is led by our CFO. The Corporate Risk Management team, which is responsible for the internal management of the company's ESG strategy, including initiatives, risks, and opportunities of the company and its subsidiaries, reports directly to the CFO. It is also responsible for Televisa's strategic risk management, internal control and compliance. This function is independent from operations and follows the Three Lines of Defense model.

The execution of our ESG strategy is overseen by our Sustainability Committee, comprised of senior executives from various corporate areas and business units. Starting this year, it is led by our Sustainability Director.

The Sustainability Committee comprises members from various departments, including Legal, Internal Audit, Human Resources, Fundación Televisa, Information Security, and Risk Management, among others. The responsibilities of the Sustainability Committee include reviewing the company's ESG performance and recommending best practices in ESG-related risks and opportunities in areas such as climate-related risk, decarbonization strategies, social impact, digital inclusion, human rights, governance, and sense of belonging. Strategic planning is conducted throughout the year, considering potential ESG impacts and risks. We design short, medium, and long-term strategies and action plans to identify challenges and opportunities in our execution.

At Televisa, we focus on strengthening and ensuring the continuity of our ESG strategy. To this end, we have established six working groups that report to the Sustainability Committee, each composed of specialists in their respective areas aligned with the four pillars of the strategy: Climate-Resilient Connections, Digital Inclusion, Empowering People, and Leading by Example. The aim is to address relevant issues at the group level, gaining greater clarity to identify, propose and execute new initiatives that enable us to achieve better results, as well as benefits that support conscious, efficient decision-making for our future.

ESG Governance



The six inter-organizational working groups are the following:

1. Climate Action
2. Digital Inclusion
3. Empowering People
4. Supply Chain
5. Information Security
6. Data Privacy

Working Groups

Climate Action

Digital Inclusion

Empowering People

Supply Chain

Information Security

Data Privacy

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 in building people´s capabilities, to help them reach their full potential.

Leading by Example

We embrace an ethical culture.

ESG risks related to our material topics, are incorporated into our Enterprise Risk Management (ERM) system, which is used to identify, evaluate, address, monitor and report strategic risks and opportunities. For more information about ESG risk management, see the Risk Management section.

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 a Sustainability Report each year, aligned with the Global Reporting Initiative (GRI) standards. This internationally recognized framework for sustainability reporting helps organizations report on their economic, environmental and social impacts. The report is also aligned with the telecommunications industry standards of the Sustainability Accounting Standards Board (SASB) and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Indicators from these standards will be referenced in Exhibit G and H.

ABOUT THIS REPORT

Televisa is a member of or provides disclosure pursuant to the following initiatives:

Initiative	Since	Description	Countries where applicable	Non-binding voluntary initiative
Carbon Disclosure Project (CDP)	2014	Disclosure of information on the company's environmental impact, including water consumption and GHG emissions.	Globally	●
UN Global Compact	2016	Disclosure of information on human rights, labor relations, environmental and anti-corruption aspects. As a member, we support the Ten Principles of the UN Global Compact.	Globally	●
Socially Responsible Company (Cemefi)	2017	Acknowledgement of Televisa's corporate governance and ethics, and contribution to employees' quality of life, community development and environmental protection.	Mexico	●
Task Force on Climate-related Financial Disclosures (TCFD)	2019	Disclosure of climate-related information, aligned with the recommendations of the TCFD.	Globally	●

In 2024, our sustainability achievements were the result of continuous improvement in the company's performance policies and programs.

Televisa's sustainability efforts were recognized globally throughout the year, with incorporation or ratification in the following leading initiatives:

Reporting period: January 1 to December 31, 2024.

Reporting cycle: Annual

FTSE4Good

- FTSE4Good All-World Index
- FTSE4Good Emerging Index
- FTSE4Good Emerging Latin America Index

United Nations Global Compact

Socially Responsible Company Distinction

Changes in Televisa that have modified and will modify our sustainability disclosures include the following:

- In connection with the spin-off approved by our Board of Directors and stockholders to separate most of the net assets comprising the operations of our former Other Businesses segment (Spin-off Businesses), a new controlling entity of the Spin-off Businesses, Ollamani, S.A.B. (Ollamani), was incorporated under the Mexican laws as a limited liability public-stock corporation on January 31, 2024.
- The spin-off of the spun-off businesses was proposed on January 31, 2024.
- All required corporate and regulatory authorizations for this spin-off proposal were completed on February 12, 2024.
- The shares of Ollamani were listed and began to trade on February 20, 2024 on the Mexican Stock Exchange in the form of CPOs under the ticker symbol AGUILAS CPO.
- As of the date of the spin-off, Televisa no longer controls its former Other Businesses segment, and, beginning in the first quarter of 2024, Televisa's operating results from the Spun-off Businesses through January 31, 2024, was classified as discontinued operations, including the corresponding information for prior periods.

Leading BY EXAMPLE

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

Corporate Governance

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

We are a Mexican corporation with shares, in the form of CPOs listed on the Bolsa Mexicana de Valores, or Mexican Stock Exchange. Our corporate governance practices are governed by our bylaws, the Mexican Securities Market Law, and the regulations issued by the CNBV and the Mexican Stock Exchange. Although compliance is not mandatory, we also substantially comply with the Mexican Code of Principles and Best Corporate Governance Practices (Código de Principios y Mejores Prácticas de Gobierno Corporativo), which was created in January 1999 by a group of Mexican business leaders and was endorsed by the CNBV and last amended in 2025. See "Additional Information–Bylaws" for a more detailed description of our corporate governance practices.

As a foreign private issuer with shares listed on the NYSE, we are subject to different corporate governance requirements than a U.S. company under the NYSE listing standards. With certain exceptions, foreign private issuers are permitted to follow home country practice standards. Pursuant to Rule 303.A11 of the NYSE listed company manual, we are required to provide a summary of the significant ways in which our corporate governance practices differ from those required for U.S. companies under the NYSE listing standards.

A summary of those differences is included in our annual report on Form 20-F. The management of our business is vested in the Board of Directors of Televisa (the "Board"). Our bylaws currently provide for a Board of Directors 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 and Compensation 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 of Directors, except those reserved for the Board of Directors 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 of Directors. The Executive Committee is currently composed of three members. The shareholders elect and/or ratify the chairman of both the Audit Committee and the Corporate Practices and Compensation Committee.

BOARD OF DIRECTORS

We understand the importance of independence and the composition of the Board of Directors for our stakeholders and acknowledge that an effective and balanced Board of Directors results in better management decisions, risk mitigation, and value creation. Our current Board of Directors is composed of 20 members. The general annual stockholders' meeting takes place to, among other matters, elect and/or ratify the Company's directors.

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

Please refer to the Company's Form 20-F 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 of Directors must meet at least quarterly, and that our Chairman, 25% of the Board of Directors members, our Secretary, alternate Secretary, the Chairman of the Audit Committee or the Chairman of the Corporate Practices Committee may call for a Board of Directors meeting.

The Mexican Securities Market Law imposes a duty of care and a duty of loyalty on directors. The duty of care requires our directors to act in good faith and in the best interests of the Company. In carrying out this duty, our directors are required to obtain the necessary information from the 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 are liable for damages and losses caused to us and our subsidiaries as a result of violating their duty of care.

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

The duty of loyalty is also breached, among other things, by (i) failing to disclose to the Audit Committee or the external auditors any irregularities that the director encounters in the performance of his or her duties; or (ii) disclosing information that is false or misleading or omitting to record any transaction in our records that could affect our financial statements. Directors are liable for damages and losses caused to us and our subsidiaries for violations of this duty of loyalty. This liability also extends to damages and losses caused as a result of benefits obtained by the director or directors or third parties, as a result of actions of such directors. Our directors may be subject to criminal penalties of up to 12 years imprisonment for certain illegal acts involving willful misconduct that result in losses to us. Such acts include the alteration of financial statements and records.

COMPOSITION OF THE BOARD OF DIRECTORS

	Age	Gender	Independent	Member of the Audit Committee	Member of the Corporate Practices and Compensation Committee
Alfonso de Angoitia Noriega	63	M			
Bernardo Gómez Martínez	57	M			
Salvi Folch Viadero	57	M	■		
Enrique Krauze Kleinbort	77	M			
Guadalupe Phillips Margain	54	F			
Denise Maerker Salmón	60	F			
Enrique Francisco Senior Hernández	81	M	■		
José Antonio Chedraui Eguía	58	M	■		
Francisco José Chevez Robelo	95	M	■	■	
Jon Feltheimer	73	M	■		
José Luis Fernández Fernández	66	M	■	■	■
Michael Thomas Fries	61	M	■		
Guillermo García Naranjo Álvarez	68	M	■	■	■
Carlos Hank González	53	M	■		
Sebastián Mejía	40	M	■		
Lorenzo Alejandro Mendoza Giménez	59	M	■		
Eduardo Tricio Haro	61	M	■		■
David M. Zaslav	64	M	■		
Luis Alejandro Bustos Olivares	61	M			
Jean Michel Enriquez Dahlhaus	55	M	■		

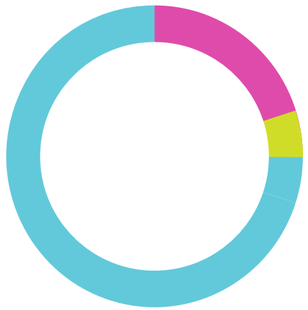
Note: The ages of the members of the Board of Directors are calculated as of the cut-off date: June 2025.

For further information on the date of birth, principal occupation, the business experience, year of first appointment, and participation in other boards by our Board members, please refer to our Form 20-F.

DIVERSITY ON THE BOARD OF DIRECTORS

Each year, we report on the representation of women in our Board of Directors this year, as in 2024, we report a participation of 10%.

BOARD MEMBERS BY AGE

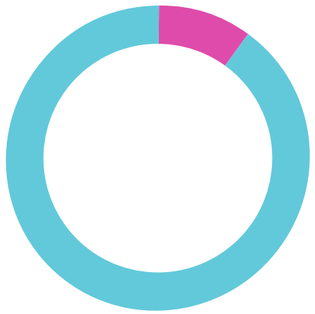


20% OVER 70

5% UNDER 40

75% BETWEEN 51 AND 70

BOARD MEMBERS BY GENDER



10% WOMEN

90% MEN

EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS

Our Board of Directors (the "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 of Directors, except those expressly reserved for the Board of Directors in our bylaws or by applicable law. The Executive Committee is currently composed by Alfonso de Angoitia Noriega and Bernardo Gómez Martínez.

BOARD EVALUATION

The Board of Directors had an average meeting attendance of 91.67% for all meetings held during 2024. During 2024, the Audit and the Corporate Practices Committees each had a meeting attendance of 100%.

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 of Directors. As part of the continuing education programs, in 2024, 90% of the directors have been engaged in at least one of the following learning formats: (1) training by an outside expert; (2) guidance from internal staff; (3) articles from industry-appropriate journals; (4) online learning modules; (5) workshops or courses; and (6) conferences or summits.

In March 2025, directors of the Board of Televisa were invited to complete a self-evaluation assisted by Nasdaq, with 100% of Board of Directors members providing responses. The objective 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. For more information regarding the Board's self-assessment, please see **Exhibit E** or our Investors Relations website.

For information about our Board member compensation, please refer to **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 29, 2025, and our Board of Directors appointed the remaining members.

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

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

CORPORATE PRACTICES AND COMPENSATION COMMITTEE

The Corporate Practices Committee is currently composed of the following independent members: José Luis Fernández Fernández, the Chairman, Guillermo García Naranjo Álvarez and Eduardo Tricio Haro. The Chairman of the Corporate Practices Committee was ratified at our annual stockholders' meeting held on April 29, 2025, and our Board of Directors appointed the remaining members.

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

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

CORPORATE MULTIFUNCTIONAL COMMITTEES

At Televisa we have three Corporate Multifunctional Committees, whose activities are reported to the Audit Committee, which in turn presents reports to the Board of Directors regarding the matters under its responsibility.

SUSTAINABILITY COMMITTEE

The Sustainability Committee is responsible for overseeing and communicating the actions taken for the execution of the Group's sustainability strategy, as well as the strengthening follow-up, and implementation of new initiatives that allow for effective decision making.

Its main responsibilities are the following:

- Implement the sustainability strategy.
- Develop, implement and monitor ESG initiatives that support the strategy and that allow for definable, effective objectives.
- Oversee ESG communications with employees, investors and stakeholders.
- Monitor and report ESG performance.
- Ensure that the ESG strategy is incorporated into each of the functions, responsibilities and business areas to provide and secure the ESG data required for decision making.
- Consolidate and provide information to support the preparation of the Sustainability Report.

The Sustainability Committee meets quarterly and is comprised of senior management of Finance, Investor Relations, Legal Affairs, Controllership, the President's Information Office, Internal Audit, Fundación Televisa, Human Resources, Information Security, and Corporate Risk Management.

COMPLIANCE, ANTI-CORRUPTION AND ETHICS COMMITTEE

Televisa's Compliance, Anti-Corruption and Ethics Committee ("CA&EC") was created to oversee and carry out the necessary actions related to i) the Code of Ethics and its policies; ii) the Anti-Corruption Program; iii) the Money Laundering Prevention; iii) the Data Privacy; and iv) any internal ethical considerations that the Committee deems appropriate (all of the above referred to hereinafter as the Compliance System).

Among the main responsibilities of the CA&EC are:

- Instruct the implementation, revision or necessary updating of policies, procedures and mechanisms for the prevention of acts of corruption and money laundering, regulating data privacy management and fostering an ethical culture in the group.
- Provide risk management guidelines to identify possible acts of corruption, for the prevention of money laundering and for the protection of data privacy.
- Promote internal communication programs on the Whistleblower System.
- Supervise the training program on the Compliance System for all Company employees.
- Analyze complaints submitted through the whistleblower channel.
- Evaluate situations that could involve non-compliance with anti-corruption regulations and the Code of Ethics.

The CA&EC is comprised of senior management of Internal Audit, Legal Affairs, Controllership, Corporate Risk Management, and Human Resources. The Company CFO and the Compliance Director participate as guests of the Committee.

INFORMATION TECHNOLOGY AND SECURITY COMMITTEE

The Information Technology and Security Committee is responsible for bringing together relevant information technology and security issues for analysis, discussion, and subsequent presentation in the various forums that complement Televisa's Corporate Governance.

The Information Technology and Security Committee meets at least three times a year, and its main duties are:

- Standarize the governance model through indicators, policies, and processes.
- Identify and discuss service strategies, in order to identify and implement synergies that benefit the Group's companies.
- Discuss the main information security indicators of the Group's companies.
- Report on the results in terms of compliance with external regulations such as SOX, as well as PCI-DSS type standards reported by the different companies of the Group.

The Information Technology and Security Committee is comprised of senior management of Information Technology, Information Security, Finance, Internal Audit, Legal Affairs, and Corporate Risk Management.

EXTERNAL AUDITORS

KPMG Cárdenas Dosal, S.C. acted as our independent registered public accounting firm for the fiscal years ended December 31, 2024, and 2023. The chart below sets forth the total amount billed by our independent registered public accounting firms for services performed in the years 2024 and 2023, and breaks down these amounts by category of service: (in millions of Mexican pesos).

	2024	2023
Audit fees	101.4	97.3
Audit-related fees	2.6	6.6
Tax Fees	3.6	11.5
Other Fees	-	0.3
Total	107.6	115.7

Risk management

Our Risk Management System is designed to identify, assess, manage, monitor and report risks and opportunities to our stakeholders. It supports strategic and operational decision-making to achieve the company's objectives and is embedded in our culture, strategy, decision-making, capital allocation and processes. The system was created in accordance with international frameworks, which include:

- **COSO Enterprise Risk Management (ERM):** Integrated Framework for Enterprise Risk Management (2017).
- **Committee of Sponsoring Organizations of the Treadway Commission (COSO):** Reference standard containing the main guidelines for the implementation and management of a control system (2013).
- **Internal Control over Sustainability Reporting (ICSR):** Supplementary guidance for achieving effective internal control over sustainability reporting by improving confidence in performance data.
- **Control Objectives for Information and Related Technology (COBIT):** Framework for the control and monitoring of information technology.
- **Orange Book:** Risk Management Framework (2023).
- **ISO 31000:** International standard for risk management that provides principles and guidelines.

ENTERPRISE RISK MANAGEMENT

Televisa's Enterprise Risk Management (ERM) System allows us to consistently identify and manage risks and opportunities throughout the organization.

Through it we can effectively address uncertainty, risks, and associated opportunities, enhancing our ability to generate value. The commitment is to permanently create value for our shareholders through a resilient business model.

We have an ongoing, multidisciplinary strategic risk management process at the corporate level, which is performed annually to review Televisa's risk exposure and opportunities agenda.

Our risk management process includes:

- **Identification of risks and opportunities.** Implement interviews, risk surveys and other activities to identify strategic and operational factors that could have an impact in the short, medium or long term.
- **Evaluation.** Evaluation and prioritization of risks based on their potential impact and the likelihood they could have on our business.
- **Treatment of risks.** Define a risk owner as the person responsible for risk management. Identify and develop action plans focused on mitigating risks or capitalizing on identified opportunities.
- **Monitoring and tracking the effectiveness of mitigation actions.** Continuously monitor action plans to inform identified risks and opportunities in a timely manner.
- **Risk reporting to improve decision making.** Regularly inform senior management and Audit Committee of the main risks and opportunities identified, as well as relevant changes in risk status, in order to provide timely follow-up to address them.

The company establishes risk assessment criteria by considering impacts and opportunities for occurrence, specifying impact and frequency levels in the Enterprise Risk Matrix. This covers different risks, including operational, financial, technological, customer, supplier, regulatory, legal, personnel and climate change adaptation. In addition, the sustainability material issues are regularly embedded into the corporate enterprise risk assessment.

RISK MANAGEMENT PROCESS

This risk management system is in place at both the corporate and business unit levels, with an integrated approach that enables Televisa's Corporate Risk Management area to identify those risks that could affect the group's strategic objectives.

At Televisa, we classify each risk according to its business category–financial, strategic, or operational–and assess whether its source is internal or external.

Some of the most significant risks that could impact our operations and business performance are those related to the socioeconomic context in Mexico, our major stockholders, our business, and our securities. Details of the company's risk analysis is addressed in Form 20-F for management and monitoring purposes.

KEY RISKS

FINANCIAL Risks concerning our financial condition, performance and sustained growth.		
Economic and political conditions in Mexico and other countries.	Increasing interest rates and inflation in Mexico.	Exchange rate fluctuations.

STRATEGIC Risks affecting the execution of our strategy.				
Changes in Mexican and U.S. laws and regulations.	Increased criminal activity in Mexico.	Renewal of concession granted to the company.	Increasing competition in our different businesses.	Increasing labor conflicts in Mexico.

OPERATIONAL Risks impacting our operations.			
Data management and privacy.	Information security and cyberthreats.	Climate change effects.	Loss of transmission causing business interruption.

Risks are assessed in collaboration with the risk owner to better understand the most effective way of dealing with them. This also enables us to provide the appropriate level of oversight and assurance.

EXAMPLE OF RISKS

Non-compliance regulatory requirements

Our business, operations and investments are subject to a range of Mexican federal, state and local statutes, rules, regulations, policies and procedures, all of which may change. These changes, and the actions of the corresponding government authorities, could materially and adversely affect our operations and revenue. For more information, please refer to Form 20-F .

Impact

Recent reforms and amendments to various provisions of the Mexican Constitution related to telecommunications may significantly and adversely impact our business.

In Mexico, the Federal Law on the Protection of Personal Data Held by Private Persons (Ley Federal de Protección de Datos Personales en Posesión de los Particulares, LFPDPPP) protects personal data collected by us and, among other things, requires that we ensure the confidentiality of information received from customers.

We are also subject to transition risks–such as additional legal or regulatory requirements, changes in technology, market risk, and reputational challenges–and social and human impacts, including potential harm to health and well-being, associated with climate change. Compliance with new regulations aimed at preventing, mitigating or adapting to climate-related risks could lead to increased costs for our business.

Mitigation actions

We collaborate proactively with regulators, providing them with timely and accurate information. Our processes help us comply with regulations, build trust, and facilitate future dialogue with interested third parties.

We continually monitor the regulatory framework to identify changes that may affect our operations and enable timely implementation of response plans.

Commitments, lawsuits, and contingencies with potential impacts on financial reporting are assessed and shared with the authorized areas and management levels to ensure that any adverse effects are promptly identified.

Relevant legal and compliance matters are disclosed in our Financial Statements through the accompanying Notes published with the Mexican Stock Exchange, the National Banking and Securities Commission, and the Securities and Exchange Commission (SEC).

Incorrect management of personal data

Risk in personal data management involves the likelihood that the processing of personal data may result in harm to individuals, such as loss of privacy, identity theft, or misuse of personal information.

Impact

We are subject to a range of global laws, regulations, and rules related to privacy and personal data protection, many of which are continually evolving. Increased public scrutiny of privacy and security issues could result in increased government regulations, industry standards, and additional legal obligations that could adversely affect our business.

A growing number of global jurisdictions have passed and/or are considering legislation implementing privacy and data protection requirements that could increase the cost and complexity of delivering our products and services.

Mitigation action

Our data and privacy strategies are designed to reduce the risks continually. We regularly conduct reviews of our significant privacy and data risks. We use the outcomes to prevent, detect and respond to the risks on a prioritized basis. Our personal data protection governance framework is based on the LFPDPPP. This law establishes the principles the company must observe–legality, consent, information, quality, purpose, loyalty, proportionality, and responsibility–along with the implementation of physical, technical, and/or administrative security measures ("Security Measures"), to ensure the confidentiality, integrity, availability, and protection of personal data.

We maintain an ongoing company-wide data protection and security awareness training program to educate employees on how to identify and report potential information security events. The awareness program is delivered electronically and in print to all our employees to increase their awareness and knowledge about information security and show them how to protect their data, systems, and devices from potential threats.

Additionally, a risk analysis is continually carried out to update and improve Security Measures, in order to prevent risks that could compromise data privacy and have a negative impact on the company.

EMERGING RISKS

Emerging risks, according to the ISO 31050 standard, are those about which there is not much knowledge or information and which may have a high impact. At Televisa, we continue to identify new emerging risk trends, using external environment analysis tools and internal sources. We evaluate our risks in an integrated and continuous manner, over different periods of time, which allows us to monitor them.

Cyberattacks related to AI: The use of AI technologies, including large language models, has led–and may continue to lead–to cybersecurity vulnerabilities or incidents that involve personal information, intellectual property, proprietary data or other sensitive information of end users. For more information, please refer to Form 20-F.

- **Potential impacts**
  Cybersecurity incidents related to our use of AI technologies, or that of our vendors, could adversely affect our business strategy, reputation and results of operations.

- **Mitigation actions**
  We have implemented a strategy aimed at preventing threats by safeguarding the confidentiality, integrity, and availability of information critical to our business objectives. This strategy focuses on anticipating, identifying and addressing both internal and external risks, which are addressed through our information security program.

  We maintain an ongoing security awareness and data protection training program throughout the company to instruct employees on how to identify and report potential information security events, incidents, vulnerabilities or suspicious activity.

Artificial Intelligence (AI): We have integrated, and expect to continue integrating, AI technologies into our operations and product offerings. However, the use of AI involves various risks and challenges that could adversely affect our business, financial condition or results of operations. For more information, please refer to Form 20-F.

Potential impacts

The development and deployment of AI technologies–including those developed or implemented by third-party vendors–involve inherent technical complexities and uncertainties. These systems may experience un-expected technical difficulties, disruptions, outages, data loss, and limitations or errors, including inaccuracies in data processing or flawed algorithms. Such issues may be difficult to detect or control, and could compromise the reliability and effectiveness of our products and services that incorporate such systems.

The increased adoption of AI technologies in our products and services may also lead to increased regulatory scrutiny, litigation, confidentiality or security risks or other complications that could adversely affect our business, reputation or financial results.

Additionally, changes in laws, regulations or enforcement practices may introduce new compliance requirements, restrict certain AI applications or increase our regulatory obligations, all of which could negatively impact our business and results of operations.

Mitigation actions

We have an artificial intelligence (AI) working group whose main objective is to create a space for technical debate and collaboration on conceptual, governance, methodological, and practical aspects related to AI design, implementation, and regulation.

In 2024, several training sessions were held for our employees, including one specifically designed to provide a comprehensive understanding of artificial intelligence–ranging from an introduction to its concepts and implementation, to highlighting its relevance and exploring its benefits.

RISK GOVERNANCE

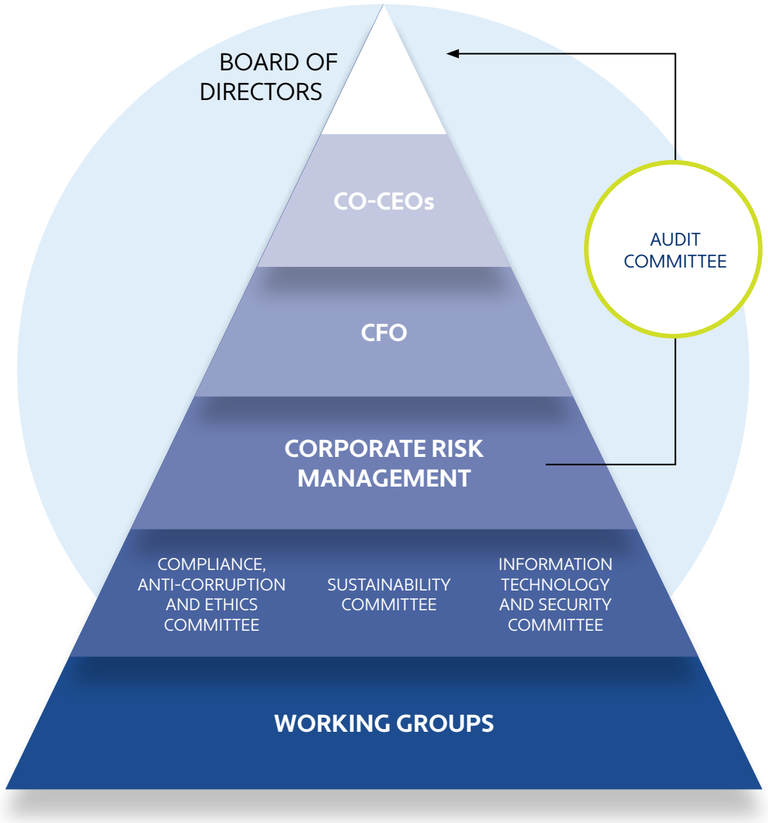
Televisa's Board of Directors, through the Audit Committee, is responsible for overseeing the main risks, as well as for guiding risk appetite. In addition, our dedicated Corporate Risk Management area, which reports to our CFO, is in charge of reviewing the effectiveness of the risk management process, with the support of Corporate Multifunctional Committees, such as:

- **Compliance, Anti-Corruption and Ethics Committee**
- **Sustainability Committee**
- **Information Technology and Security Committee**

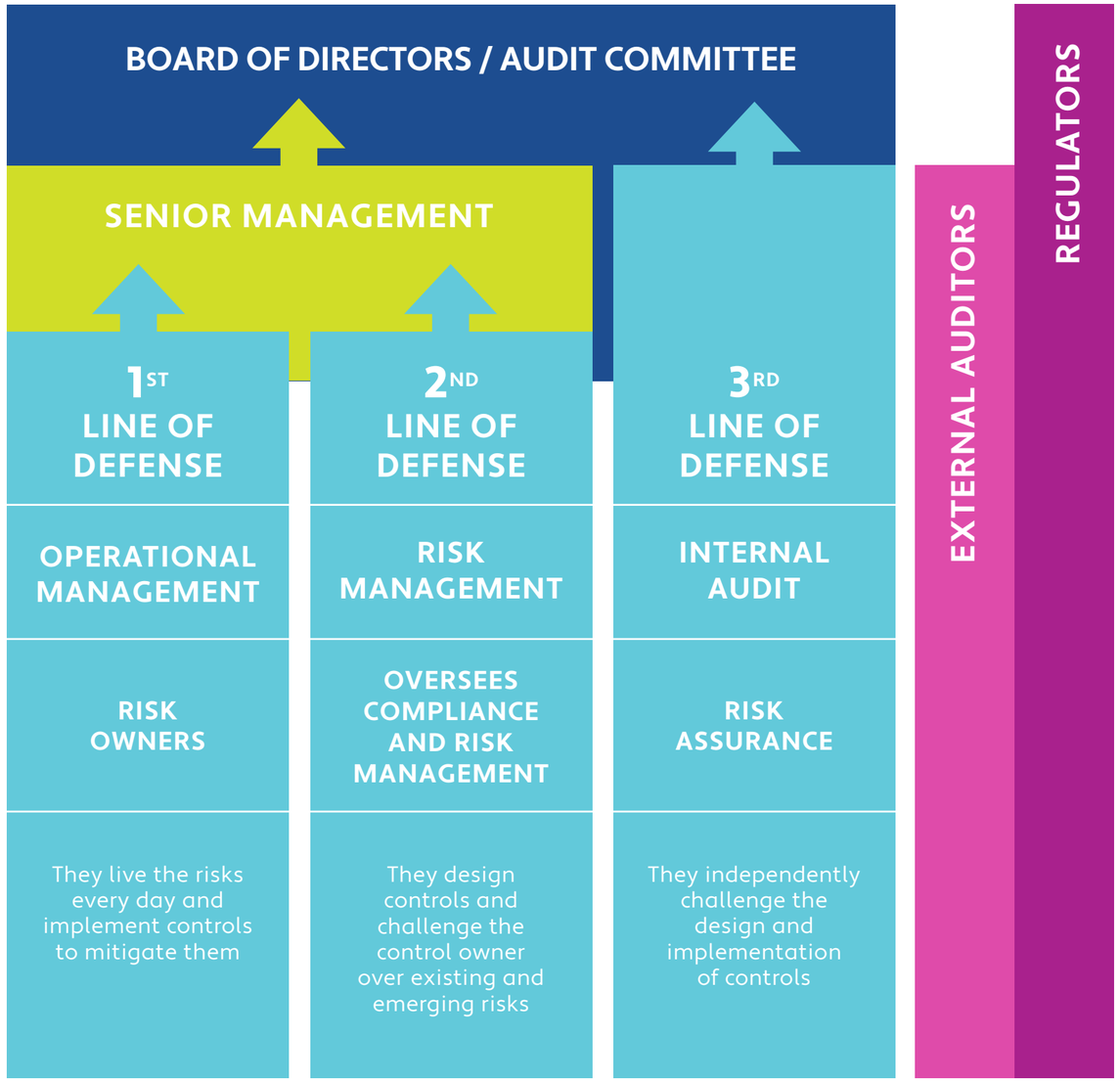
The Board of Directors and senior management at the group and business unit levels are responsible for analyzing the main risks and opportunities, defining Televisa's overall risk tolerance, and supporting the deployment of mitigation and opportunity management actions.

The Corporate Risk Management area is structurally independent of the operations and other areas involved in the process. Our risk management framework is based on the Three-Lines-of-Defense Model, which includes an operational risk management function with the owners of the business or operational risk.

RISK MANAGEMENT GOVERNANCE



THREE-LINES-OF-DEFENSE MODEL



FIRST LINE OF DEFENSE:

Comprised of administration and operational management, this line is responsible for maintaining and operating effective internal controls, evaluating and identifying risks, guiding the development and implementation of internal policies and procedures, and ensuring that activities are aligned with institutional goals and objectives.

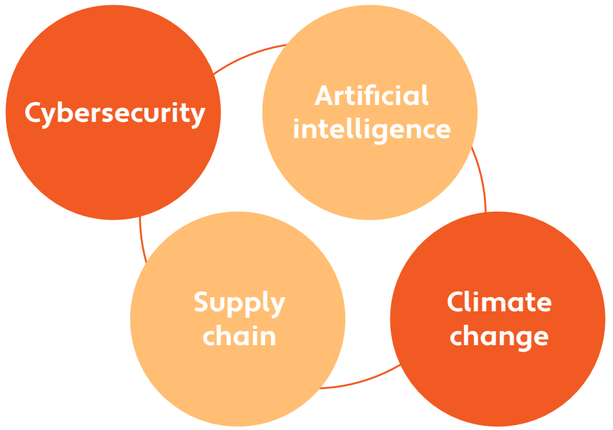
SECOND LINE OF DEFENSE:

Encompasses internal oversight functions, including monitoring and support of risk management activities performed by the first line. This includes the Internal Control area, which implements effective risk assessment and mitigation practices through specific functions, as well as the Compliance function, which monitors adherence to applicable laws and regulations.

THIRD LINE OF DEFENSE:

Represented by Internal Audit, this line provides independent and objective assurance on the effectiveness of the organization's processes, information and observations. It promotes governance and supports continuous improvement.

The Corporate Risk Management area hosts practical workshops to encourage knowledge sharing and understanding among employees. These regularly scheduled workshops promote collaborative learning across relevant departments. Topics covered include risk management:



RISK MANAGEMENT ASSESSMENT

Our risk management process includes the Annual Risk Assessment, which aims to communicate, in accordance with the COSO 2013 Internal Control Framework, the actions undertaken by Televisa regarding the risk assessment conducted during fiscal year 2024.

The document outlines a general and comprehensive approach for identifying, assessing, and responding to risks that may affect the achievement of senior management's objectives and initiatives. This approach enables a cross-company assessment by identifying risks at the level of each specific operation or topic, and involving the various organizational levels and responsible managers.

Our Annual Risk Assessment is reviewed annually by an external auditor to ensure appropriate control of our risk management process.

INTEGRATION OF ESG RISKS

Televisa strives to operate efficiently and pay close attention to ESG performance. We are committed to developing a consistent, transparent, and comparable ESG reporting framework to keep our stakeholders well informed.

ESG risks are embedded within our strategic risk management oversight function, enabling the identification of both risks and opportunities, as indicated by TCFD recommendations and our materiality analysis. We recognize that climate change is a global challenge that influences the way we manage our business, today and in the future. We continue to improve our understanding of climate-related risks and integrate climate risk variables into our overall risk management process. This includes establishing formal, multidisciplinary procedures that involve senior management and other key executives. Our risk assessments incorporate the following factors:

- **Environmental:** Related to physical and transitional climate risks.
- **Social:** Includes issues of belonging, workforce management, accessible services and community engagement.
- **Governance:** Ethics and anti-corruption, data privacy, information security, governance structure and mechanisms, risk management, transparency and sustainable supply chain, innovation and technology.

RISK MANAGEMENT CULTURE

ESG strategy and material issues are incorporated into our risk management process to monitor objectives and metrics.

In 2024, some of the Directors of our Board of Directors, senior management, non-executive directors and employees were trained in risk management topics, including challenges and new regulations. The training sessions were conducted by external experts.

The Corporate Risk Management area coordinates a variety of training activities, performed by external experts, to update the following risk management and compliance topics:

- **Artificial Intelligence Risk Management**
- **Supply Chain Risk Management**
- **Cybersecurity Risk Management**
- **TCFD - TCFD Mexico Consortium and Mexican Sustainable Finance Council**
- **Climate Change Risk Exposure – external experts**
- **Sustainable Acceleration Program - Mexican Stock Exchange**

Information security

Televisa is focused on implementing pragmatic security solutions, from design to operation, based on international standards and aligned with our information security and cybersecurity strategy. Our comprehensive, long-term approach is designed to prevent threats by safeguarding the confidentiality, integrity and availability of information essential to our business objectives. This strategy also seeks to anticipate and identify both internal and external risks and threats through our Information Security Program.

INFORMATION SECURITY PROGRAM CHARTER

The Information Security Program Charter defines the vision, mission, objectives and framework of the Information Security Program of Televisa. Its purpose is to safeguard the confidentiality, integrity and availability of the information of the group, our clients and employees, supporting the strategic and operational objectives of the organization. It also addresses specific security requirements defined by federal regulations, internal group policies and relevant contractual obligations.

The program encompasses its mission, general objectives, goals and strategies to meet them and manage identified risks. It includes governance structures to advise and support, and defines program activities with a continuous cycle of planning and execution necessary to fulfill its mission.

The Chief Information Security Officer (CISO) is responsible for overseeing the security program. Directors of the verticals reporting to the CISO lead the development, implementation and enforcement of the Information Security Program.

INFORMATION SECURITY GOVERNANCE

Our information security and cybersecurity programs are led by the CISO, under the oversight of the Co-CEOs and CFO of the Company. The strategy is also reviewed and approved by the CEO of Sky and izzi. The CISO is primarily responsible for designing the strategy and ensuring the execution of the annual information security and cybersecurity program.

The CISO leads a skilled multidisciplinary team with more than 15 years of experience in the industry and international recognized certifications in Information security.

In accordance with the established governance model, the CISO periodically reports on key performance indicators (KPIs) to both the Executive Committee and Televisa's Corporate Committee on Information Technology and Security. For more details about information security and cybersecurity governance, see our Form 20-F.

INFORMATION SECURITY POLICIES AND PROCESSES

Televisa's regulatory framework comprises policies, procedures, and standards aligned with international frameworks to safeguard the confidentiality, integrity, and availability of data and information assets of all the company's business units and subsidiaries. We also abide by all applicable data security laws and regulations.

Our main policy is the Information Security Corporate Policy, which represents Televisa's commitment to safeguarding information. It establishes standards and provides guidelines for information security across the company. The policy is strictly applicable to all employees and third parties, including subsidiaries, and business partners. Key points of the Information Security Corporate Policy include:

1. Establishing an information security strategy and program aligned with company's business strategies and objectives.

2. Implementing security controls that ensure confidentiality, integrity, and availability of information assets, information systems, communications, and network assets.

3. Incorporating a risk management methodology and conducting an annual information security risk assessment.

4. Defining processes for the detection, response and management of security threats and incidents.

5. Conducting independent external audits of information technology and security systems to ensure adequate system control.

6. Maintaining training programs, capacity building initiatives, and awareness campaigns for employees and third parties that interact with the company's information assets.

7. Requiring all individuals with access to the information assets to maintain their responsibilities regarding information security.

8. Establishing third party reviewing processes related to information security.

9. Ensuring the existence of self-assessment processes to identify opportunities for improvement in the information security strategy and program.

Our underlying policies are:

- 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
- User Identifiers and Passwords Policy
- Security in Projects and Initiatives Policy

We have established processes and mechanisms for reporting deviations from the regulatory framework that may endanger the confidentiality, availability and integrity of our employees' and clients' information. Non-compliance may result in sanctions, in accordance with our Code of Ethics.

A key component of Televisa's Information Security Program is the identification of critical security processes and personnel, whose absence or deterioration could threaten business continuity. Based on the above, strategies and contingency plans are designed and maintained to ensure the execution of critical information security processes.

EXTERNAL VERIFICATIONS

Our information technology and security systems undergo annual independent audits, both internal and external, to ensure effective control over applications operating under SOX framework regulations. The review covers IT general controls (ITGC) and IT application controls (ITAC).

In the telecommunications segment, external audits are conducted to ensure appropriate control over the systems and applications that process, transmit and/or store customers' payment card data, aligned with the Payment Card Industry Data Security Standard (PCI-DSS).

We regularly engage in periodic assessments led by external security advisors and other third-party information security professionals. These evaluations help us assess our capabilities, identify areas of opportunity, establish continuous improvement plans, strengthen and improve our security practices, and keep us aligned with cybersecurity trends.

Information security / cybersecurity certifications and standards

Our telecommunications segment was certified in the Payment Card Industry Data Security Standard (PCI-DSS) level 1 in 2019, and we have maintained this certification for six consecutive years

Our Security Operations Center (SOC) and Network Operations Center (NOC) are certified under the international security standard ISO 27001.

We maintain our commitment to security using market-leading, security-certified cloud applications and services.

SECURITY RISK MANAGEMENT PROGRAM

We maintain an ERM process that includes identification, evaluation, management, monitoring and reporting of security risks.

Aligned with our ERM process, we apply an operational risk management model based on the principles included in the cybersecurity risk management model developed by the National Institute of Standards and Technology (NIST 8286). This model incorporates the evaluation of context, scenarios and analysis of the probability and impact of cybersecurity risks.

We also have an internal process to assess the information security risk of our third-party service providers, both prior to onboarding and on a regular basis thereafter. This process involves the evaluation of security questionnaires and conducting a business impact analysis (BIA) to determine information classification and risk level. Based on the results of the analysis, service providers may be required to submit documentation of certain controls concerning the protection of Televisa's data.

INFORMATION SECURITY AWARENESS TRAINING PROGRAM

We maintain an ongoing security awareness and data protection training program across the company to instruct employees on how to identify and report potential information security events, incidents, vulnerabilities or suspicious activities. Our security awareness program is delivered both electronically and in print to all our personnel, in order to increase awareness, train them on information security, and show them how to protect their data, systems, and devices from possible threats.

In 2024, a total of 25,841 employees –representing 93% of Televisa's active workforce–completed the mandatory online information security training. Additionally, a specialized Secure Development course was held for 70 internal developers.

We also conduct quarterly phishing simulation exercises and employee evaluations to measure the effectiveness of our training and awareness programs.

CYBERSECURITY

Another component of our information security strategy is a cybersecurity program consisting of projects designed to strengthen systems, networks, applications, access and identity management and information assets relevant to the organization. These initiatives include permanent application review controls, vulnerability management, source code analysis, penetration testing, monitoring, endpoint security, and preventive threat identification, among others.

VULNERABILITY MANAGEMENT

We follow vulnerability management processes, which include early identification, regular scans, reporting of findings and follow-up on timely remediation according to Service Level Agreements (SLAs) based on criticality, as previously agreed with the information technology areas.

At least once a year, we conduct vulnerability assessments of our portals, using certified and automated tools. These assessments are complemented by regular security testing performed by internal and external teams, including penetration testing to verify the effectiveness of current security controls and pinpoint possible breaches that need to be addressed through our vulnerability management processes.

We also perform annual reviews to ensure that the organization's critical assets are aligned with technical security standards.

CYBER INTELLIGENCE AND THREAT DETECTION

Through our internal Blue and Red Teams, we regularly conduct threat detection and cyber patrol exercises to identify potential threats and vulnerabilities affecting our industry and the geographic region in a timely manner. We also verify global attack trends to implement preventive controls in our infrastructure and protect the brand's reputation.

SECURITY OPERATION

We aim to ensure that our end-user and server infrastructure is equipped with state-of-the-art security technologies to identify malware, Internet content filtering and disk encryption, as well as to deploy advanced threat protection. We also take measures to ensure that security controls are effectively implemented in our end-user's office tools, such as e-mail, instant messaging, and information repositories.

SECURITY MONITORING

Televisa's Security Operations Center (SOC) operates year-round 24/7, serving as the central hub where relevant security records are concentrated for timely identification of suspicious events. These events are monitored and analyzed by the SOC team, categorized by criticality and addressed in accordance with the SLAs.

We also have permanent monitoring services for network access control, proactive threat detection and notification, and managed response capabilities. To support continuous improvement, we regularly conduct tabletop exercises under various scenarios to evaluate the effectiveness of our monitoring processes and the responsiveness of our incident response team.

INCIDENT RESPONSE

Televisa has established a formalized regulatory framework, reviewed and approved annually, to identify, evaluate and manage security incidents. It is governed by the following documents:

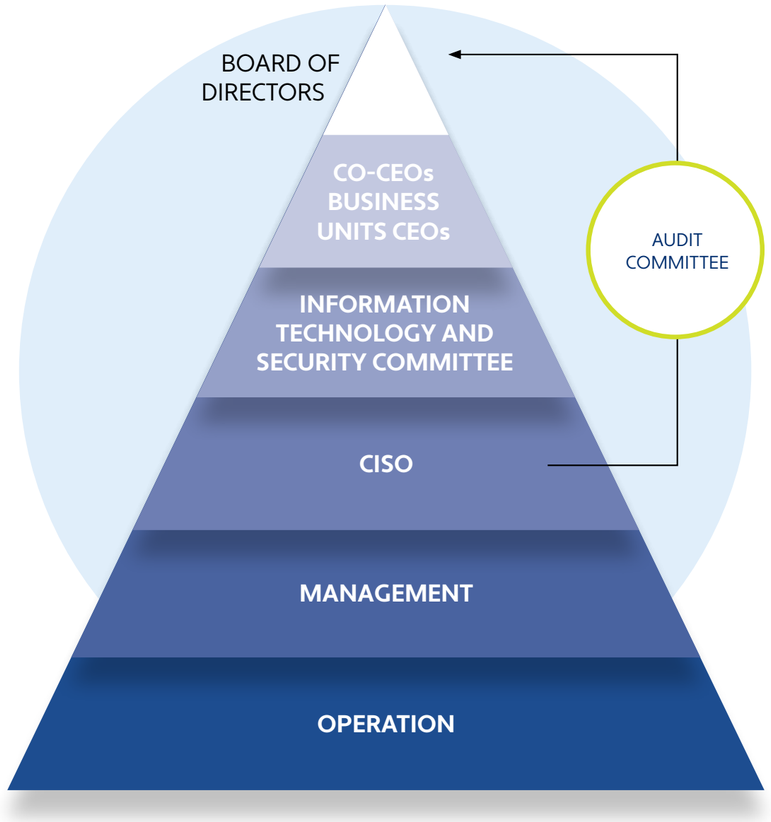
- Information Security Incident Management Policy
- Information Security Incident Management Procedure
- Operational Instruction for Events and Incidents
- Security Incident and Event Response Plan

These documents instruct staff on how to respond to security incidents, as well as the steps, impact assessment responsibilities and escalation procedures for reporting to the CISO, and ultimately to the legal contact. The security group defines what countermeasures should be taken to contain and remediate each incident. In addition, a manual and guidance are available to respond effectively to incidents categorized under the defined threat categories outlined in this document.

As part of this process, management must monitor impact and remediation efforts, from inception to closure, in addition to drafting a "lessons learned" document to reinforce and update the incident response plan as needed.

We have a governance model in place to periodically report risks, incidents or related matters. On a quarterly basis, relevant committees are informed of problems, incidents and activities related to information security.

INFORMATION SECURITY GOVERNANCE



Televisa has incorporated the U.S. Securities and Exchange Commission (SEC) rules on risk management, strategy, governance and the disclosure of material security incidents into its regulatory framework.

During the year, no critically severe incidents were recorded that materially affected or reasonably could have affected, the company's business strategy, results of operations, financial condition, or customers' personal data.

DATA PROTECTION

DATA SECURITY MANAGEMENT SYSTEM

Televisa's Data Security Management System (DSMS) provides an inventory and classification of data used in each of our business processes. Employees are responsible for classifying data according to importance and for managing requests related to its use and disclosure. The Information Security Data and Protection area conducts a review at least once a year to ensure that document classification and labeling processes are being implemented. For more information, see the Data Privacy section.

DATA LOSS PREVENTION PROGRAM

As part of the DSMS, we maintain a Data Loss Prevention Program that integrates processes, technology and human resources focused on identifying, evaluating, containing and, if necessary, reporting the unauthorized transfer of confidential or restricted information. The Data Loss Prevention Program is carried out according to the annual plan.

SECURITY ARCHITECTURE

Our project security methodology applies the "security by design" philosophy, which is applied to 100% of new projects and business initiatives, from conception through implementation, to ensure alignment with our security standards. These technical standards are based on international regulations, such as the Center for Internet Security (CIS) and the National Institute of Standards and Technology (NIST).

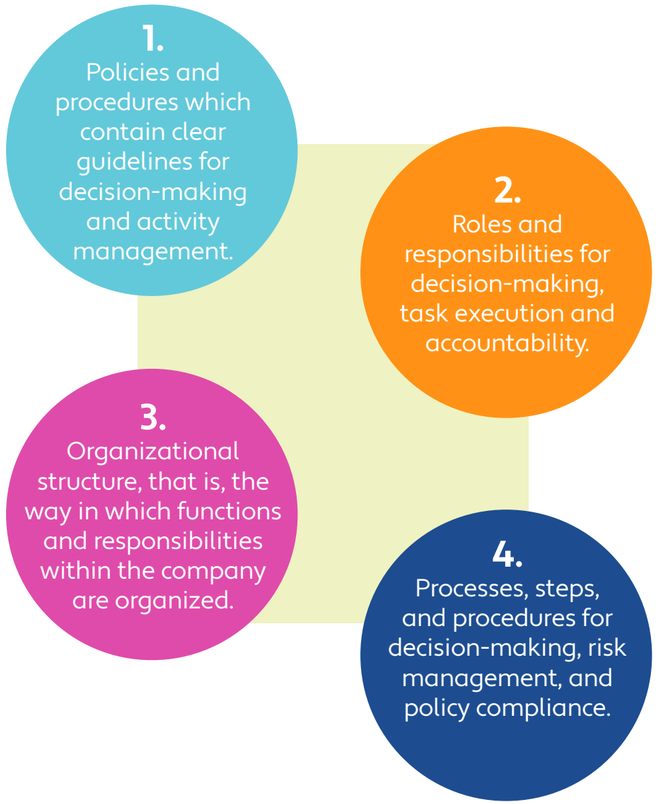
Also, aligned with the Payment Card Industry-Data Security Standard (PCI-DSS) and industry best practices, we follow security processes to regularly certify and authorize the configurations and rules of the various network components.

Certification and standard	Frequency
Payment Card Industry Data Security Standard (PCI-DSS)	Annual
Security Operations Center (SOC) and Network Operations Center (NOC) certified under the international security standard ISO 27001	Annual
Data Security Management System	At least once a year
Data Loss Prevention Program	Annual
External and Internal Audit	Annual
Penetration & Vulnerability Test	Annual

Data privacy

We value and promote an interconnected society, and we are committed to upholding the fundamental rights to privacy and the protection of personal data to which we have access in the normal course of our business activities and in relation to the services and products we offer to consumers.

Our governance framework includes:



In the ordinary course of business and in particular in connection with making our services and products available to consumers, we collect and utilize information supplied by consumers and other third parties, which may include personal information and other data. As a result, we are subject to laws, rules and regulations in Mexico, the E.U., the U.S., and in other countries relating to privacy and the collection, use and security of personal information.

In Mexico, the Federal Law for Protection of Personal Data Held by Private Persons (Ley Federal de Protección de Datos Personales en Posesión de los Particulares, or LFPDPPP) protects personal data collected by us and, among other things, requires that we ensure the confidentiality of information received from customers.

As part of our business operations, we provide the privacy notice to data subjects in a timely manner, through physical, electronic, digital, and/or telephonic means, prior to collecting their personal data. This notice informs them, among other things, who is responsible for the processing, the purposes of use, transfers, the implementation of security measures, and how to exercise the ARCO rights. The data collected may include, among others, identification details, transaction records, and account statements generated by the company.

On our websites and applications we may use cookies or beacons to confirm the use of services, personalize user access to our website, improve navigation and functionality. However, we do not collect personal data through these technologies.

DATA LIFECYCLE

At Televisa, the proper management of the personal data life cycle– from collection to deletion– is essential to ensure its effective use and security. For this purpose, we have implemented a Data Security Management System (DSMS) based on the Plan-Do-Check-Act (PDCA) cycle. This system provides a framework for personal data processing that establishes objectives, functions, responsibilities, security measures, and risk factor detection, all aimed at driving continuous improvement and best practices of the DSMS.

Our DSMS is maintained as a “living system,” subject to constant monitoring, review and updates, as well as regular compliance evaluations.

The security measures implemented are designed to protect personal data from damage, loss, alteration, destruction, unauthorized access, use or processing. These measures are defined and implemented throughout all stages of the data lifecycle– from collection, use, storage, sharing, retention and deletion– depending on the type of personal data and their condition, whether in transit or at rest.

Additionally, a risk analysis is continuously conducted to update and improve the security measures to prevent risks that may compromise data privacy and negatively impact the company.

During the useful life of personal data, retention is supervised, and once it is no longer necessary, it is eliminated through secure destruction tools.

Furthermore, when it is necessary to share personal data, prior consent of the data subject, logical controls are established to preserve its integrity and ensure that it is accessed only by duly authorized personnel and appropriately exchanged between systems. All assets involved in data processing incorporate security mechanisms including data encryption.

If any third-party service provider processes personal data for which the company is responsible, they are subject to various security assessments to identify gaps. In cases where their security measures are absent or insufficient, they are required to implement a remediation plan to mitigate any potential risks. These providers must adopt privacy and security standards consistent with those implemented by the company, and we subsequently carry out inspections to verify compliance.

PRIVACY BY DESIGN

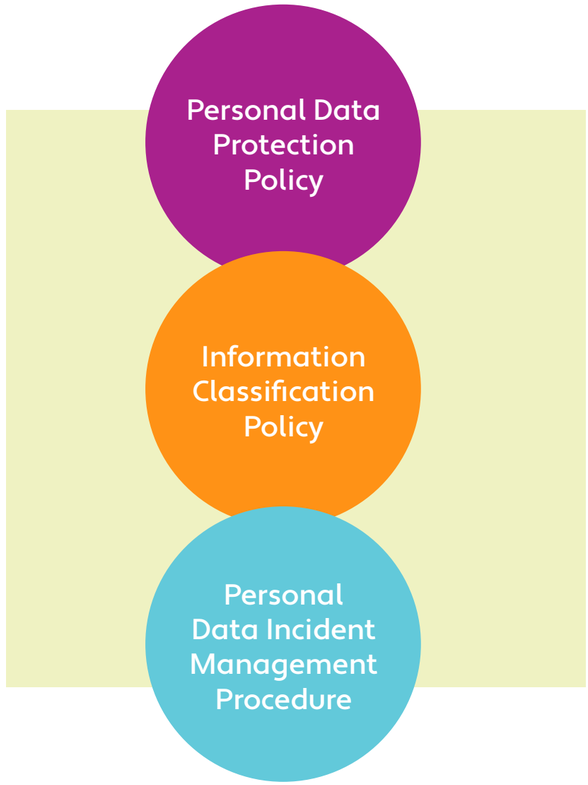
As part of the actions to ensure the confidentiality and privacy of data for each process involving personal data processing for the provision of services, we design a data architecture that incorporates, among other elements:

- Analyzing the data and its purpose to collect only the data necessary to comply with the principles established in the LFPDPPP.
- Defining, together with the security architecture area, the logical security structure that systems will have, based on data privacy.
- Establishing security measures to protect user privacy.
  - **a)** We have access control techniques such as password and user ID, as well as double authentication factor mechanisms, such as information encryption. This enables us to have access control and protection of personal or sensitive data.
- Conducting functionality tests in non-productive environments with non-personal data, ensuring individuals cannot be identified.
- Integrating security standards tailored to each technological solution involved in the service process to ensure data protection and security.

Additionally, security tools have been installed in the company's computer equipment used by employees, including data loss prevention (DLP) systems information leaks. When any suspicious activity is detected, technical and/or administrative actions are taken to mitigate risks and preserve the confidentiality and privacy of the data.

PERSONAL DATA GOVERNANCE FRAMEWORK

Televisa's governance framework strengthens personal data protection. This includes, among other documents:



Information Leak Prevention Management Procedure. Our Personal Data Protection Policy establishes, among other things, the roles and responsibilities of personnel in charge of personal data processing, the definition of security measures, the strategy for implementing the DSMS, the generation of privacy notices, oversight of transfers and referrals, training programs and risk assessment related to supplier contracting, aimed at ensuring personal data protection.

Additionally, we have two areas responsible for safeguarding personal data. Formally, designated Data Protection Officers (DPO) are responsible for addressing ARCO rights requests, handling procedures before the Secretaría Anticorrupción y Buen Gobierno, and promoting personal data protection. Technically, the Chief Information Security Officer (CISO) and the Data Protection Subdirector are responsible for planning and developing the privacy and personal data protection framework, in order to guarantee the security of the information based on the core pillars of confidentiality, integrity and availability, in collaboration with our Legal Personal Data protection area. Relevant issues regarding personal data are dealt with by the Executive Committee, the highest governing body in our cable segment. Furthermore, our personal data processing operations are carried out following formalized procedures such as:

TRAINING AND AWARENESS

Training and awareness on personal data protection is part of the company's annual awareness program, aimed at strengthening employees' knowledge regarding the correct treatment of personal data according to established guidelines and regulations. This seeks to prevent misuse, extraction, disclosure, or alteration of data that could compromise the company's ability to safeguard its information assets.

In the company onboarding process, all employees receive an induction course that includes personal data protection and aspects of security and risks in compliance with applicable guidelines and regulations. Additionally, a specialized course on personal data protection is provided for all the company's personnel, as well as webinars with external speakers on topics related to privacy and data security. Likewise, supplier contracts include provisions for training in compliance with applicable law, as appropriate and in accordance with the nature of the legal relationship.

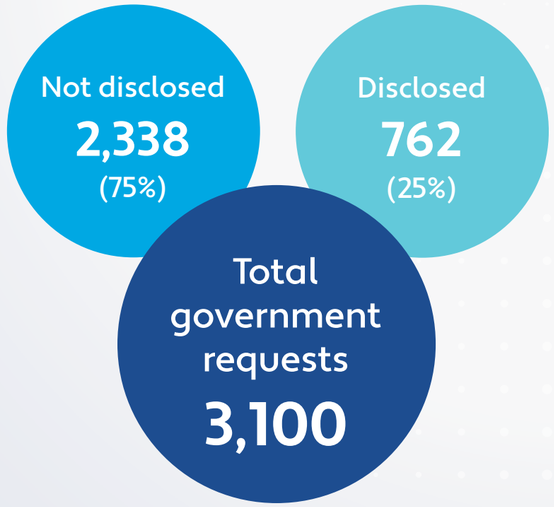
EXERCISE OF ACCESS, RECTIFICATION, CANCELLATION, AND OPPOSITION (ARCO) RIGHTS

The company has established procedures to enable individuals to exercise their rights of access, rectification, cancellation, opposition, or to revoke their consent for the processing of their personal data. Requests may be submitted via email to the address available on our website, as indicated in the Privacy Notice.

In 2024, our cable segment received 311 ARCO rights requests, which were timely and favorably addressed without any material impact on the company.

For requests related to the deletion of personal data (Right of Cancellation), once all regulatory requirements have been met, the data is added to an internal Exclusion List on a biweekly basis. This list is shared with all operational areas (Customer Experience, Marketing, Billing and Collection) to ensure the corresponding data deletion actions.

In addition to client requests, and due to the nature of our business, we are subject to certain government requirements from different institutions, including the National Institute for Access to Information and Protection of Data Held by Private Parties (INAI), the National Electoral Institute (INE), and local authorities responsible for criminal and judicial matters.



USE OF CUSTOMER DATA

At Televisa, we prioritize the protection of our clients' information to foster trust and maintain connectivity. Consequently, our clients' personal data is never transferred without their explicit consent, except in the cases established under Article 37 of the LFPDPPP. This exception typically applies to transfers between companies within the same corporate group that adhere to identical standards, processes, and internal policies, as well as transfers mandated by competent authorities.

In alignment with the principle of proportionality, we collect only the personal data necessary to negotiate, plan, and execute business and commercial activities with our clients. This includes providing our services and fulfilling legal obligations with other data controllers. The primary purposes for collecting personal data include determining coverage, generating quotations, registering users in digital systems, renewing or canceling services, and fulfilling obligations arising from our legal relationship with clients.

Additionally, personal data may be used for secondary purposes not directly related to our commercial relationship, such as evaluating the quality of our products and services or engaging in commercial prospecting and marketing. Clients who do not consent to the use of their data for secondary purposes have the right to oppose or revoke their consent in accordance with the LFPDPPP and the privacy notices published on the izzi and Sky websites (Aviso de privacidad izzi, Aviso de privacidad Sky). Subscribers may opt-out of advertising communications via a link provided at the end of such messages.

Our telecommunications concessionaires do not collect sensitive data from clients. Should the collection of sensitive data become necessary, clients will be duly informed, and their express consent will be obtained as required by the LFPDPPP. Furthermore, upon a duly founded and motivated request from competent authorities, data may be generated and retained in compliance with the Federal Telecommunications and Broadcasting Law. In such cases, data is processed with due diligence and in full compliance to applicable regulations, ensuring that consent is obtained when legally required, respecting the principle of informed consent.

To stay informed about our suppliers and business partners personal data protection standards, we conduct Supplier Knowledge Questionnaires (KYC) and third-party evaluations (Third Party Reviews) to verify alignment with applicable regulations.

In 2024, we conducted an audit focused on the operational processes of our Call Center, specifically evaluating aspects related to personal data protection. As a result, we proudly obtained the NYCE ISO 18295.1:2017 certification for Customer Contact Centers.

Ethics and Integrity

Televisa is committed to conducting business with integrity, in full compliance with both its ethical principles and the law.

Our Code of Ethics outlines the organization's values and principles serving as a framework for the standards and rules of conduct expected from all employees across the company and its subsidiaries, major changes to the Code of Ethics have to be approved by the Board of Directors. We have structured our focus areas into Human Rights, Labor Rights, Sustainability, and Integrity, to effectively address key issues such as discrimination and harassment, health and safety conditions, forced and child labor, environmental protection, community engagement, corporate governance, fair competition, conflicts of interest, insider trading, and anti-corruption, among others. All new employees are required to endorse the Code of Ethics, the anti-corruption policy, and the related-party policy. Regular training is provided to reinforce these principles, and some executives are required to confirm their adherence on a yearly basis.

For more information, see our Code of Ethics, available on our website: **https://www.televisair.com/en/governance/codes-and-bylaws.**

The Compliance, Anti-Corruption and Ethics Committee is responsible for overseeing compliance with the anti-corruption policies of Televisa and its subsidiaries. For further details, please see the **Corporate Multifunctional Committees section.**

The Anti-Corruption Policy and Manual establishes measures to effectively mitigate corruption risks and ensure proper implementation. It applies to executives, employees, officers, Board of Directors members, external suppliers, agents, and advisors of the company. The policy, approved by executive management, explicitly prohibits all forms of corruption and bribery, whether involving public officials or business partners. The company also has a policy that includes guidelines for gifts and hospitality, aimed at ensuring integrity and transparency in our operations. Furthermore, it strictly bans contributions to political entities, candidates or political parties and regulates donations to charitable organizations, in order to prevent them from being used as disguised payments to customers, suppliers or government officials. Any suspected act of corruption must be reported through the company's whistleblower system.

We also aim to reduce the risks of corruption and bribery in our supply chain, as outlined in the following policies:

Our commitment to preventing corruption also includes restrictions on facilitation payments and payments for misappropriation purposes. To this end, we have reporting and internal control measures in place, such as the following:

- Procedures that limit and regulate the acceptance of gifts and hospitality.
- External audits (by a specialized external and independent body).
- Investigation of complaints.

WHISTLEBLOWER SYSTEM

Televisa provides confidential channels for receiving complaints from employees and parties outside the company, including violations of the Code of Ethics or any other internal policy, or for reporting any situation that may affect our interests, business objectives, performance, and/or human capital.

Our internal channels for reporting any incident, complaint or situation of non-compliance are:

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

Toll Free Call Center:
800-007-8477 from anywhere in Mexico (managed by an external consultant)

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

E-mail:
denuncias@televisa.com.mx

These lines of communication are managed by our Internal Audit area and are channeled to the corresponding parties for resolution. The Complaint System Policy ensures the anonymity of the person filing a complaint, preventing any kind of retaliation.

Televisa's Anti-corruption Policy, Code of Ethics, and Whistleblower System are available for consultation by all employees on the company's intranet. We maintain visual communication campaigns to reinforce the contents of the Code of Ethics and compliance-related policies. We provide regular training to employees on topics related to ethics, anti-bribery, Whistleblower System and anti-corruption.

In addition to the Whistleblower System, we have introduced an internal inquiry service to address any doubt or concern that employees may have about compliance issues, especially those related to the Code of Ethics, the Anti-corruption Policy or related policies and procedures. Our Compliance Department is responsible for responding to requests via email cumplimientotvsa@televisa.com.mx.

In 2024 we received 708 complaints through the whistleblower channel: 466 were investigated and 242 dismissed. Complaints dismissed were not related to Televisa, such as complaints to the government, social issues, public safety, promotions and advertising or other similar topics. Regarding the complaints that were received and investigated, 307 have been closed, and 159 are in the process of being analyzed.

Most complaints were related to workplace violence, labor harassment or conflicts of interest. Measures taken to address them range from administrative sanctions and warnings to, in some cases, contract termination.

Televisa has a Code of Ethics for its broadcast concessionaires available at https://st1.uvnimg.com/80/cb/02b0e1c244a3a919536efd834188/codigo-de-etica-concesionarias.pdf

Our subsidiaries have their own code of conduct, which establish guidelines for responsible behavior for all employees, aligned with the principles of conduct outlined in our Code of Ethics: https://www.izzi.mx/legales/codigoeticaizzi-2024

Tax transparency

At Televisa, we adhere to the Code of Ethics, which states our corporate values, and has an Ethics and Integrity section covering topics such as money laundering prevention, anti-corruption and compliance with the law, rules and regulations. We also have policies that foster an ethical culture, such as the Tax Compliance Policy and Anti-corruption Policy.

We comply with the tax laws of the jurisdictions where we operate; we pay taxes and contributions responsibly and in accordance with our business strategy. We take reasonable measures to determine and respect the intent of the applicable legislation.

We focus on compliance with applicable tax regulations. All tax reforms, regulations, and tax benefits issued by the tax authorities are analyzed by our tax team, who inform the relevant executives about changes that could affect the company.

Our relationship with the tax authorities is characterized at any moment by transparency and cooperation; we are responsible taxpayers, and no way uses secrecy or low-tax jurisdictions to evade our obligations.

Our tax compliance is based on the following:

- Our business strategy and tax planning are aligned with our business activities.
- We apply the arm's-length principle in transactions with related parties.
- In developing our tax strategy, we consider the economic and social impacts of taxes. A designated senior manager reviews and approves the tax strategy, and that officer provides quarterly reports to our Audit Committee.
- We promote a culture of integrity and prompt compliance with tax payments and reporting to tax authorities in the countries where we operate.
- We comply with tax legislation, regulations and tax returns in the jurisdictions in which we operate.

Supply Chain

Suppliers are an essential part of our value chain and one of our priority stakeholders. We maintain a constant communication strategy, offering multiple channels–phone calls, email, supplier portal and complaint hotline, among others. Communication with our suppliers focuses on sharing information and ensuring compliance with regulatory standards and requirements.

SUPPLIER SCREENING

We invest in a responsible supply chain that adheres to our corporate policies, and every year, we strengthen our procedures for selecting, training, and monitoring supplier performance. We aim to work with efficient and innovative suppliers who offer high-quality goods and services, delivered on time, who also have an efficient customer service and competitive costs.

Our internal processes establish that our purchasing department conducts a tender for the selection of suppliers; considering price, quality, delivery times, service levels and compliance with the requirements set forth in our purchasing policy. This ensures continuity in our operations.

During the supplier selection process, environmental considerations play a decisive role. Suppliers must comply with the relevant certifications or permits. From a governance perspective, we conduct blacklist screenings as part of our regulatory compliance procedures and assess risks related to corruption and money laundering. Televisa's business strategy depends on having a solid supplier base that ensures continuity and quality in the delivery of goods and services. We have a network of approximately 1,511 suppliers, most of them domestic (94%).

To improve our supply chain management, we classify suppliers into Tier 1 and Non-tier 1 categories, according to their role in the development of our products and services. Tier 1 suppliers are those with whom we have direct commercial relationships and who provide finished products, such as modems, telephones, and antennas.

Our main suppliers provide the following goods and services:

Technology: Networks, information and other technological systems, including cloud services.

Transmission equipment: Antennas, remote controls, decoders and telecommunications equipment.

Installation materials: Coaxial cable, fiber optics, connectors, nails, etc.

Services: Maintenance, construction, consulting, waste collection, cleaning, courier services, and landscaping, among others.

Others: Workwear, tools, automobiles, consumables, office supplies and furniture, household items, and cleaning utensils, among others.

Suppliers:

17,540
Volume of purchases awarded (MXN million)

49%
Total spending on significant Tier-1 suppliers (%)

1,511
Total significant suppliers (Tier-1 and Non-tier-1)

1,468
Total significant Non-tier-1 suppliers

94%
Purchases awarded locally

22%
Significant suppliers evaluated (%)

43
Total significant Tier 1 suppliers

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

SUPPLIER ASSESSMENT AND DEVELOPMENT

At Televisa, we only engage with suppliers who commit to comply with our Supplier Code of Conduct, and all applicable laws and regulations. As part of our internal controls, we have established a supplier registration process in our database, in which we ensure adherence to our Code. This process enables us to extend our commitment to human rights, labor rights, environmental responsibility, social impact, and ESG (environmental, social, and governance) principles across our supply chain. The Supplier Code of Conduct also includes information on our whistleblower channels, promoting transparency, collaboration, and prevention of potential risks within the supply chain.

Beginning in 2024, completion and signature of the Know your Customer (KYC) questionnaire has been is a mandatory prerequisite for initiating any potential business relationship. This process enables us to assess suppliers for potential risks related to human rights, governance, labor rights, and environmental responsibility. We have developed three KYC questionnaire versions–low, medium and high risk–based on an internal risk analysis that considers the type of service, payment amount, and access to sensitive information.

We ensure visibility of our supply chain through a due diligence process, which includes legal, labor and tax aspects, along with the documentation required to verify that potential suppliers meet the minimum standards required by Mexican law and regulatory authorities. In 2024, a total of 1,238 suppliers underwent blacklist screening: 32 profiles generated negative matches, which were dismissed after further analysis; four profiles were identified as compliance risks, in which case the corresponding risk mitigation measures were implemented. Additionally, 139 due diligence assessments were carried out during the year.

Using a risk-based approach, we conduct thorough due diligence assessments to suppliers that exceed predefined thresholds, for which we require third-party certification of their business performance. For medium- and high-risk suppliers, we conduct further internal analysis, including checks against national and international blacklists, public reports, and media sources. A multidisciplinary committee, comprising legal, tax and risk management representatives, then evaluates whether to proceed with the supplier or to terminate the negotiation process.

We have group-level policies and procedures to address the entire supplier lifecycle, from evaluation to hiring and performance, which are accessible to all our employees through the company's Intranet. The Corporate Risk Management and Compliance teams maintain ongoing communication with our purchasing team to update them on any changes in regulations or internal policies that may impact the supply chain.

Internally, we conduct supplier evaluations in collaboration with the areas that request goods or services. These evaluations have a double focus: to assess the quality of the delivered products and/or services, and to verify compliance with agreed delivery times and conditions. This process is verified by our internal audit team, allowing us to monitor satisfaction levels and compliance across our supply chain.

During 2024, we began to implement desk assessment regarding the services of some of our significant suppliers, with a total of 62 suppliers evaluated which allows us to reinforce our confidence in our supply chain. We have a Gifts Policy in which suppliers are prohibited from giving our employees any type of gift, except for those of less commercial value, such as advertising merchandise, books or the like. Every year we communicate our Gifts and Hospitality Policy directly to our suppliers and we also carry out internal communication campaigns.

Our **whistleblower website** is available to customers and suppliers. This system is managed by our Internal Audit area, which ensures that the process is carried out with total confidentiality and transparency, avoiding any type of retaliation.

In 2024, there were no changes to our supply chain that could cause or contribute to significant economic, environmental, or social impacts.

SUPPLIER ESG PROGRAMS

Corruption is a risk that can impact companies at various levels, including the supply chain, where legitimate business practices may be misused for personal gain. To mitigate these risks, we provide ongoing training to our employees, especially those involved in purchasing and payments, to prevent behaviors that could lead to corruption. In 2024, we extended this training to suppliers, covering topics on anti-corruption, anti-money laundering, and conflict of interest. We understand the importance of respecting human rights and continue to foster a culture of respect within our operations and our value chain. We also offer training to employees who work directly with suppliers ensuring they are updated on internal processes related with supplier evaluation and registration, sustainability and human rights. This promotes effective communication and permeates our commitments across the supply chain.

Climate Resilient CONNECTIONS

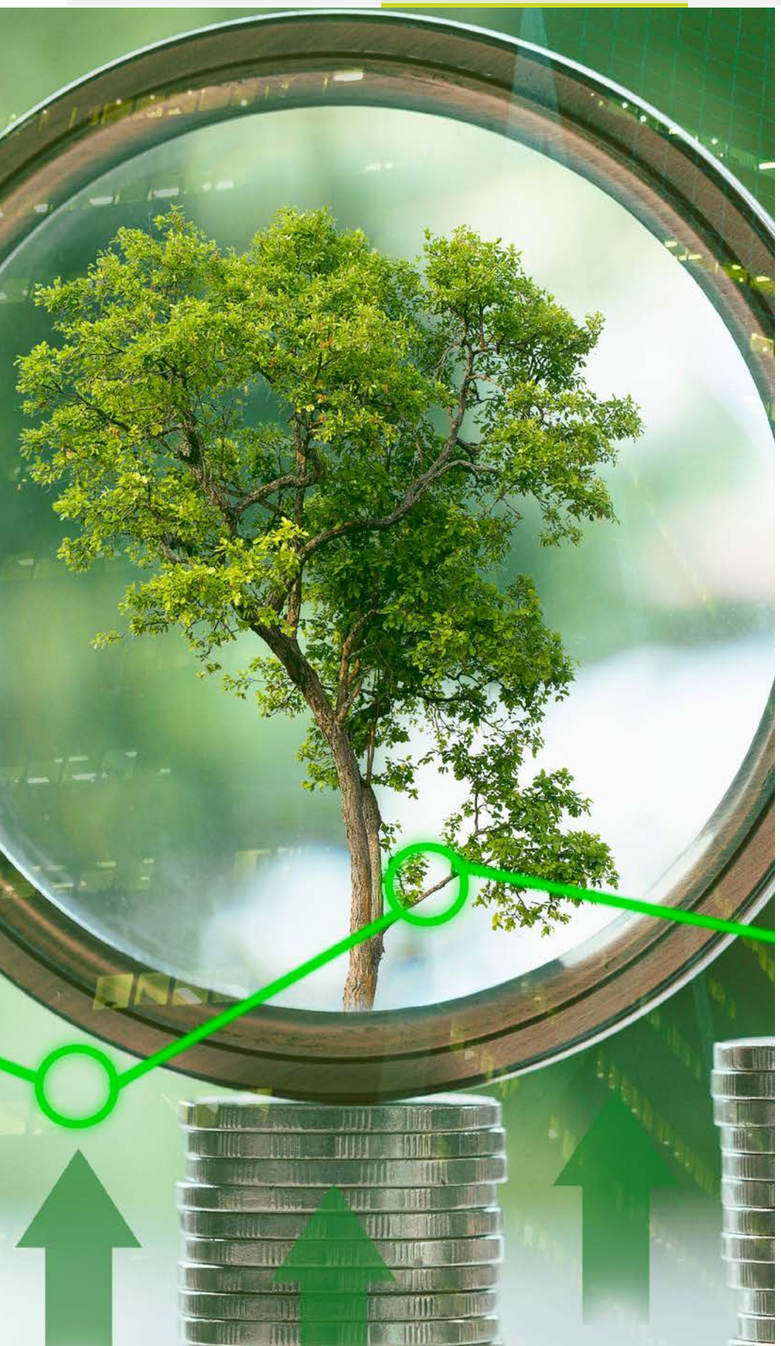
As part of our broader sustainability agenda, we actively support the United Nations Sustainable Development Goals (SDG), with a particular focus on environmental issues.

Climate Action

Televisa is aware of the long-term risks that climate change poses not only to our business model but to society as a whole. In response, we have set targets to reduce greenhouse gas (GHG) emissions, and are committed to contributing to the global transition toward a low-carbon economy. We fully support the Paris Agreement objectives to limit the global average temperature increase to well below 2° C above pre-industrial levels and to pursue efforts to restrict it to 1.5° C.

As part of our broader sustainability agenda, we actively support the United Nations Sustainable Development Goals (SDG), with a particular focus on environmental issues: Goal 6 (Clean Water and Sanitation), Goal 7 (Affordable and Clean Energy), Goal 12 (Responsible Production and Consumption) and Goal 13 (Climate Action).

The following sections describe our climate strategy, emissions profile, environmental commitment, adherence to the TCFD framework, and efforts to enhance infrastructure resilience.



Climate strategy

Our climate strategy aims to reduce our GHG emissions in the near and long term through four strategic pillars, which are managed by the Climate Action working group:

Energy Efficiency

Reduce our energy consumption through energy efficiency initiatives. We are focused on reducing energy use, both in benefit of Televisa and the environment.

Clean Energy

One of the most relevant actions is the transition to clean energy. We are currently designing pilot projects to increase consumption of renewable energy throughout our value chain.

Efficient Transportation

Televisa is joining global efforts in sustainable mobility by evaluating pilot projects to transition to a low-carbon transportation model for our operations.

Waste Management

Reducing all types of waste generation is of vital importance to Televisa. We are committed to responsible waste management through waste reduction plans, and proper handling and disposal of waste.

In addition to the measures outlined under the four pillars, we are also implementing the following actions:

- Investing in climate-resilient networks.
- Working with suppliers to support reuse and recycling, and to reduce their own greenhouse gas emissions.
- Training our people on climate action issues to build a culture of environmental care and protection.
- Building alliances to accelerate the transition to a low-carbon economy.
- Investing in new technologies in our facilities to reduce our carbon emissions.

∗ Relevant information

Televisa has undergone changes in business operations:

- Most of the net assets comprising the operations of our former Other Businesses segment (Spun-off Businesses) were separated.

  A merger of izzi and Sky was authorized, as Televisa acquired a percentage of Sky shares.

Our path to resilient connections

In 2023, we conducted a comprehensive review of our emissions inventories from 2019 to 2023. This effort enabled us to enhance the quality and reliability of our GHG emissions data for 2023. In 2024, we completed our Scope 3 emissions inventory for 2023, as well as the calculations of our Scope 1, 2 and 3 emissions for the current year.

In order to reduce carbon emissions from our operations, we have implemented initiatives and action plans focused on achieving the objectives defined in our climate strategy.

OBJECTIVE:
Reducing 20% our GHG emissions between 2019 and 2030

Initiatives:

1.
Fleet efficiency
We aim to reduce gasoline consumption and associated GHG emissions by improving our transportation processes, including route management, improved fleet utilization and more efficient scheduling of work activities.

2.
Purchasing clean energy
We are currently negotiating with a renewable energy supplier to secure Power Purchase Agreements (PPA) for our main consumption centers.

3.
Installation of solar panels
We installed solar panels in our corporate building to reduce emissions generated by electricity consumption.

With conducted training sessions aimed at increasing employees' environmental awareness. These sessions focused on explaining the concept of carbon footprint, and how to apply the GHG Protocol in Televisa. As a result, employees involved in carbon footprint calculations were able to understand the importance of the information they manage. A total of 22 employees were trained.

ENERGY EFFICIENCY

Energy efficiency is a fundamental pillar of our climate strategy, as electricity is one of our main operational inputs. We constantly invest in initiatives to increase efficiency, and to modernize our infrastructure to reduce consumption. Our objective is to integrate advanced, efficient technologies to optimize energy consumption in relation to our business growth.

As part of our energy efficiency strategy, Televisa initiated a program to replace incandescent or fluorescent lighting in our buildings with LED technology several years ago. This technology not only has a longer useful life, but improves lighting, and maintains room temperature. In 2024, we completed the transition to LED lighting in four buildings, in Mexico City and Saltillo.

Recognizing the increasing demand for services, which involves the installation of new equipment such as switchers, routers, servers, and modulators, we have established a standard for new facilities. All new installations are designed with LED lighting installation and air conditioning systems with inverter technology. Inverter systems regulate the speed of appliance motors, allowing them to run at a minimum speed maintaining the desired temperature or performance levels. This results in reduced energy consumption and lower emissions.

Total electricity consumption and energy intensity

	2023	**2024**
Electrical energy consumption	**1,443,637.76** GJ (401,010.49 MWh)	**1,706,579.67** GJ (474,049.91 MWh)
Electric consumption coverage (%)	95	99
Total employees	32,932	28,038
Intensity per employee	43.84 GJ	60.86 GJ

To further reduce energy consumption, we collaborate with our operational teams to develop programs that consider factors such as location, resources, regulations, costs, operations, and innovation. Additionally, we are exploring new projects aimed at enhancing our energy efficiency.

To ensure the accuracy of our calculations, we use the following methods:

We calculate fossil fuel energy consumption using the 2023 heating powers published by the Secretaría de Energía on its Registro Nacional de Emisiones (RENE) website.

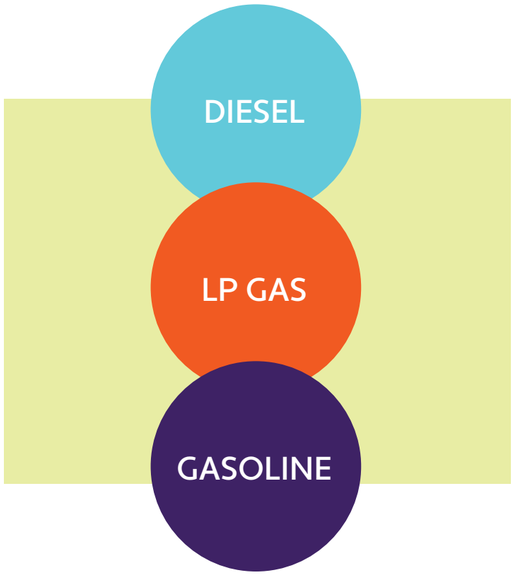
We calculate electrical energy consumption based on the bills from our provider, the Comisión Federal de Electricidad (CFE). For more details about our carbon footprint methodology, go to Emissions profile section.

CLEAN ENERGY

We rely on programs to increasingly use clean energy sources in all operations and are committed to introducing renewable energy in support of SDG 7, Affordable and Clean Energy.

In our cable segment, we operate HUBs that house equipment for the receiving and transmitting video, voice and data signals, which are then retransmitted through a branched or segmented network to specific geographic coverage areas. Currently, all of our properties are connected to the national power grid, supplied by the CFE.

In stationary combustion sources, which represent 1% of our total energy consumption, the most important fuels are:



The chart below shows total fuel and electricity consumption for Televisa.

TOTAL FUELS CONSUMPTION FROM STATIONARY SOURCES

Type of source	Consumption 2023 (GJ)	Consumption 2024 (GJ)
Stationary diesel	15,438.88	12,835.81
Stationary LP gas	2,292.40	3,342.13
Stationary gasoline	1,289.01	517
Total consumption from stationary sources	19,020.29	16,694.95

TOTAL ELECTRICITY CONSUMPTION

Source	Unit	2023	2024
Total electricity consumption	GJ	1,443,637.76	1,706,579.67
Total electricity consumption	MWh	401,010.49	474,049.91

TOTAL ENERGY CONSUMPTION

Indicator	Metric	Total 2023	Total 2024
Total energy consumed (electricity + fuels)	GJ	2,097,083.48	2,201,102.96
Electricity consumption	MWh	401,010.49	474,049.91
Fuel and district heating	MWh	181,512.70	137,367.58
Electricity from renewable sources in own installations	%	N/A	N/A
Energy efficiency and management projects		4	4
Total non-renewable energy consumption / Mexico	MWh	400,839.92	473,905.46
Total non-renewable energy consumption / Central America	MWh	170.57	144.45
Total renewable energy consumption	MWh	0	0

Part of our commitment is to reduce our HUBs electric energy consumption and use renewable energy in our facilities.

We also began the installation of solar panels at our corporate building, Televisa Santa Fe. A total of 1,657 panels with a combined capacity 936.2 kW were installed between December 2024 and January 2025. Energy savings will be measurable once the project is fully operational in 2025.

EFFICIENT TRANSPORTATION

Gasoline is the most important fuel for Televisa´s operations. Aware of the importance of reducing carbon emissions from mobile sources, we implemented actions to improve the efficiency of our operating fleet.

We implemented shift changes for technicians, enabling two individuals to share a vehicle during their respective working hours. This will reduce the operating fleet by 1,144 units in several states across the country.

CONSUMPTION OF MOBILE FUEL

Source	Consumption in 2023 (GJ)	Consumption in 2024 (GJ)
Mobile diesel	4,299.46	6,365.53
Mobile LP gas	189.52	222.99
Mobile gasoline	629,936.46	471,239.83
Total	634,425.44	477,828.35

Total fuel consumption:

Stationary sources

In 2024, working spaces were used more efficiently, relocating our employees who worked in different leased buildings to our corporate building. This reduced 12% our stationary fuel consumption.

Mobile sources

Due to initiatives implemented in 2024 in our operating fleet, we reduced 25% our fuel consumption in mobile sources.

	Consumption in 2023 (GJ)	Consumption in 2024 (GJ)
Total fuel consumption (mobile and stationary sources)	653,445.72	494,523.30

These changes represent a reduction of 24% in total fuel consumption.

WASTE MANAGEMENT

Circular economy is a **model of production and consumption** that promotes sharing, leasing, re-using, repairing, refurbishing and recycling, with the goal of extending the life of materials and products as long as possible and minimizing waste.

Televisa generates solid, electronic, and hazardous waste. We aim at reducing their generation and expanding the life cycle of our materials and devices in order to avoid sending waste to final disposal, confinement or landfills.

We apply the 3Rs principles: reduce, reuse and recycle, and look forward to transforming it into the 7Rs system.

The 7Rs system, a key component of the circular economy, promotes the efficient use of resources and the minimization of waste by applying the following principles:

RETHINK
Create products that are more likely to be a part of circular economy.

REFUSE
Say no to products you don't need or won't use.

REDUCE
Buy less and less often.

REUSE
Find new uses for items you would normally throw away.

REPAIR
Extend the life of items by fixing them.

REPURPOSE
Give new life to old items by finding new uses for them.

RECYCLE
Reintegrate materials to other industrial processes.

Customer satisfaction is central to our commitment to our communities we serve and is taken into consideration in the life cycle assessment of our devices.

This report covers approximately 45% of our operations, based on third-party evidence of our waste management practices. We are working to improve data quality across segregation, collection, transportation, and final disposal processes.

Solid waste
Some of the targets mentioned in our waste management plans are:

- **To reduce** waste generation while lowering management costs and improving handling procedures from environmental, social and well-being perspectives.
- **To promote** the recovery and valorization of waste and manage it comprehensively to reduce administration costs.

To reduce waste generation, and in accordance with applicable local laws and regulations, our facilities have containers to separate organic and inorganic waste. Most of our organic waste comes from food and landscaping, while inorganic waste consists mainly of paper, cardboard, polyethylene terephthalate (PET), and aluminum. Most of it is collected and recycled or reused The breakdown by weight is shown in Exhibit F, Environmental Management.

Aware that training is crucial, we are developing personalized training for our employees in waste management. It will be released to all Televisa´s employees in 2025.. This action will help us improve waste segregation and increase our recycling percentage.

Electronic waste
As part of our waste management strategy, and in partnership with our suppliers and consumers, we keep electronic devices –antennas, decoders, and modems–in circulation for extended periods of time, thus promoting a more sustainable economy.

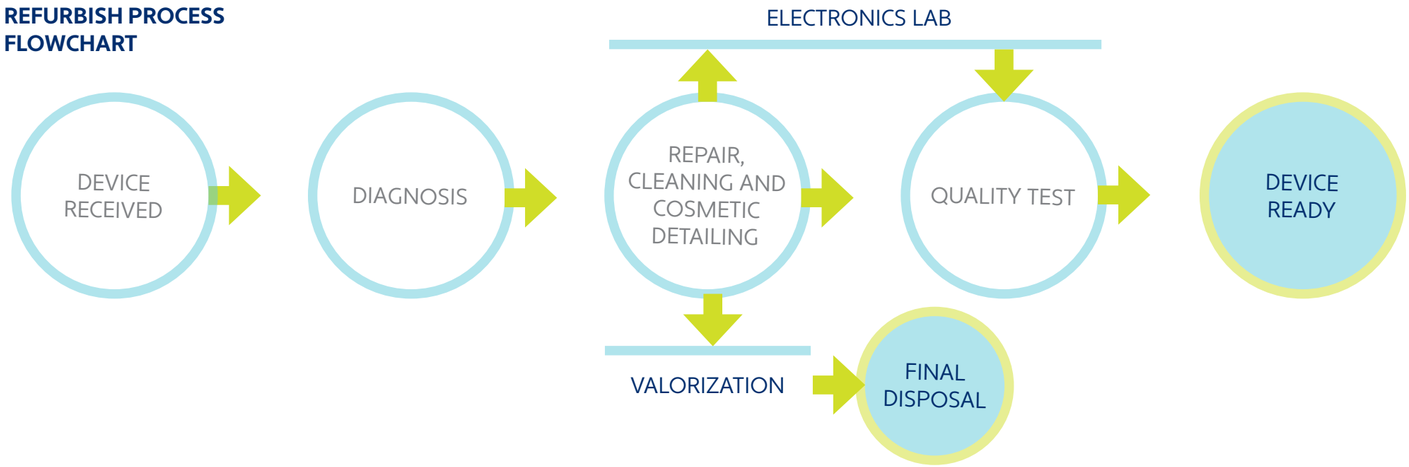
We have two repair and service centers; in the State of Mexico and Tijuana, where recovered devices are repaired and reset. In 2024, these centers refurbished 2.6 million electronic devices.

The recycling process involves checking, cleaning, repairing, refurbishing and packaging devices and wiring, following rigorous quality and performance controls carried out by a supplier, to ensure they can be reused in new services.

These programs help us reach the goal of protecting the environment, reducing the purchase of new devices and avoiding waste disposal, thus promoting the efficient use of resources and reducing carbon emissions.

In the following years, we will focus on establishing alliances with our suppliers and other companies.

REFURBISH PROCESS FLOWCHART



The electronic waste generated in our operations–decoders, cabling, modems, routers, and similar electronic materials–that cannot be refurbished is delivered to a specialized supplier for reuse or destruction. This supplier is authorized by the Ministry of the Environment (Sedema) in Mexico City to collect, transport, store and treat e-waste.

Hazardous waste
Some of Televisa's operations generate limited amounts of hazardous waste. We manage this in accordance with the regulations applicable to the type of waste; that is, we categorize and determine, based on the waste´s characteristics, the identification and classification procedure.

Hazardous waste generated by Televisa correspond to the following categories:

- Chemical contaminated waste–wheels, oakum, paint rollers, cloth, gloves, cardboard, sandpaper
- Batteries
- Ballasts, lamps
- Oil-contaminated sawdust
- Plastic jerrycans, buckets used to contain chemical substances such as oils, thinner, texture paste
- Used oil mixed with water, lubricants or solvents
- Air conditioner filters contaminated with diesel, oil, activated carbon, paint and solvents

Sedema has classified us as small hazardous waste generators (generation of less than 10 metric tons per year). All hazardous waste generated is delivered to a specialized supplier for treatment and final disposal.
In recent years, we have implemented actions to reduce the generation of hazardous waste, especially vinyl paint and solvents.

Televisa is moving forward to more sustainable waste management practices, continuously seeking new ways to reduce our environmental impact and promote the efficient use of resources as we transition to a circular economy.

The breakdown by weight is shown in **Exhibit F**, Environmental management.

Emissions Profile

Our commitment to climate change is reflected in our efforts to reduce GHG emissions and increase efficiency in all operations through programs that carefully consider location, resources, regulations, costs, and innovations. We quantify our GHG emissions, identify their main sources, and implement systematical reduction measures, all supported by transparent accounting.

We obtained our carbon emissions profile based on the calculation of three scopes:

SCOPE 1

Emissions from sources owned or controlled by Televisa, including those from stationary and mobile fuel combustion, as well as fugitive emissions from our facilities.

SCOPE 2

Emissions generated by the electricity we consume at facilities owned or leased by Televisa.

SCOPE 3

Emissions generated in our value chain, and not directly under our operational control.

Scope 3 inventory was calculated partially for 2023. In 2024 we recalculated Scope 1 and 2 and we calculated Scope 3 missing categories, for 2023.

	2023 results (tCO2e - Recalculated)*	2024 results (tCO2e)
Scope 1	48,855.13	39,791.05
Scope 2	175,629.36	210,440
Scope 3, Category 1 Purchased goods and services	158,740.70	62,731.22
Scope 3, Category 2 Capital goods	17,632.03	26,473.38
Scope 3, Category 3 Fuel- and energy-related activities not included in Scope 1 or Scope 2	69,245.15	75,492.76
Scope 3, Category 4 Upstream transportation and distribution	7,383.55	3,658.21
Scope 3, Category 5 Waste generated in operations	2,013.43	132.91
Scope 3, Category 6 Business travel	2,667.21	1,209.94
Scope 3, Category 7 Employee commuting	44,724.97	44,305.34
Scope 3, Category 8 Upstream leased assets	Not applicable	Not applicable
Scope 3, Category 9 Downstream transportation and distribution	Not applicable	Not applicable
Scope 3, Category 10 Processing of sold products	Not applicable	Not applicable
Scope 3, Category 11 Use of sold products	Not applicable	Not applicable
Scope 3, Category 12 End-of-life treatment of sold products	Not applicable	Not applicable
Scope 3, Category 13 Downstream leased assets	302,176.44	314,957.61
Scope 3, Category 14 Franchises	Not applicable	Not applicable
Scope 3, Category 15 Investments	6,127.60	6,127.60**
Total	**835,195.57**	**785,320.02**

** A recalculation was necessary to focus on the telecommunications industry operations after the spin-off of the Other Businesses segment.*
*** Estimated based on previous year.*

For more information about our fuel and electric energy consumption, go to Climate strategy.

METHODOLOGY

Scope 1 and 2

Our emissions calculations follow the emission factors method, using processes, methodologies and tools aligned with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol), an internationally recognized standard for greenhouse gas quantification.

Scope 1 emissions are generated from stationary sources, by diesel or LP gas combustion, as well as fugitive emissions such as carbon dioxide leaks from fire extinguishers and refrigerant recharge in air conditioners systems. For mobile sources, our main fuel is gasoline used in the operative fleet, diesel used for some vans and pickup trucks and LP gas for forklifts, were calculated by applying the emission factors that correspond to fuel consumption, both in stationary and mobile sources, as well as the global warming potentials corresponding to the leakage of refrigerant gases (in the case of fugitive emissions).

Scope 2 emissions were calculated by applying the emission factors that correspond to electric energy consumption, this is our only source of Scope 2 emissions, which 99.97% comes from the supplier: Federal Electricity Commission (CFE).

Scope	Fuel/ chemical compound	Source	Emissions factor
1	Gasoline	Ministry of Energy (Sener)	0.0000693 tCO2/MJ
1	LP Gas	Ministry of Energy (Sener)	0.0000631 tCO2/MJ
1	Diesel	Ministry of Energy (Sener)	0.0000741 tCO2/MJ
1	Fire extinguishers	Ministry of the Environment and Natural Resources (Semarnat)	Recharged CO2 weight expressed in tons.
2	Electric energy (Mexico)	Energy Regulator Commission (CRE) National Emissions Register (Rene)	0.444 tCO2/MWh

Scope 3

The emission factors used to quantify the different Scope 3 categories came from databases of international institutions such as the International Energy Agency (IEA), the U.S. Environmental Protection Agency (US EPA), Department for Environment, Food & Rural Affairs (DEFRA/BEIS) and RENE.

Quantification processes, procedures, and tools include the use of templates and professional follow-up for the capture and processing of GHG accounting data from the different categories. Mathematical functions and formulas involved, follow the steps to obtain the GHG results required by the GHG Protocol and its guidelines.

The methods used to calculate Scope 3 applicable categories for 2023 and 2024 are:

Category	Method
Category 1 Purchased goods and services	Average-data method for water suppliers Spent-based method for general suppliers
Category 2 Capital goods	Spent-based method
Category 3 Fuel- and energy-related activities not included in Scope 1 or Scope 2	Average-data method
Category 4 Upstream transportation and distribution	Distance-based method
Category 5 Waste generated in operations	Waste-type-specific method
Category 6 Business travel	Distance-based method
Category 7 Employee commuting	Fuel-specific method for outsourced employee transportation services Distance-based method for individual employee transportation
Category 13 Downstream leased assets	Asset-specific method
Category 15 Investments	Investment-specific method

Recalculating our GHG emissions has strengthened reliability of our data, enabling more accurate performance measurement and decisions regarding our baseline year, target adjustments and climate strategy improvements.

Our carbon footprint calculation has a coverage higher than 96%.

Scope	Coverage
1	98%
2	99%
3	>90%

Final results:

Scope	**2023** (tCO2e)	**2024** (tCO2e)
Scope 1	48,855.13	39,791.05
Scope 2	175,629.36	210,440
Scope 1+2	224,484.49	250,231.05
Scope 1+2+3	835,195.57	785,320.02
Emissions intensity (tCO2e/employee)	25.36	28.01

Over the past two years, our GHG emissions have changed due to the expansion of our operational limits and the completion of our Scope 3 inventory. As a result, we must reassess our targets and the initiatives implemented to ensure they effectively contribute to reducing carbon emissions and achieve our objectives.

Our Environmental Commitment

Televisa's Environmental Management Policy applies to both the parent company and its subsidiaries. It covers waste management practices and ensures compliance with environmental regulations and international standards. The policy aims to guide our activities to mitigate or offset our environmental impacts.

The policy also reflects our commitment to define, establish, and implement short-, medium-, and long-term objectives, targets, and strategies that promote environmental sustainability and ensure adherence to national and international legislation, standards and certifications. The Environmental Management Policy expresses our commitment to:

- Channel our strategies, commitments and fundamental principles towards sustainability, giving priority to climate action, which comprises waste management, preserving biodiversity, and water stewardship.
- Guarantee that each of the operational stages of the company's process incorporates a culture of sustainability and environmental awareness, from senior management to operational positions.
- Provide continuous training on the company's main environmental issues to ensure that all personnel adopt a culture of sustainability and environmental awareness.
- Operate an Environmental Management System that improves environmental quality, optimizing our processes and reducing pollutant generation.
- Detect the impact of the pollutants we generate and act as necessary to reduce their impact.

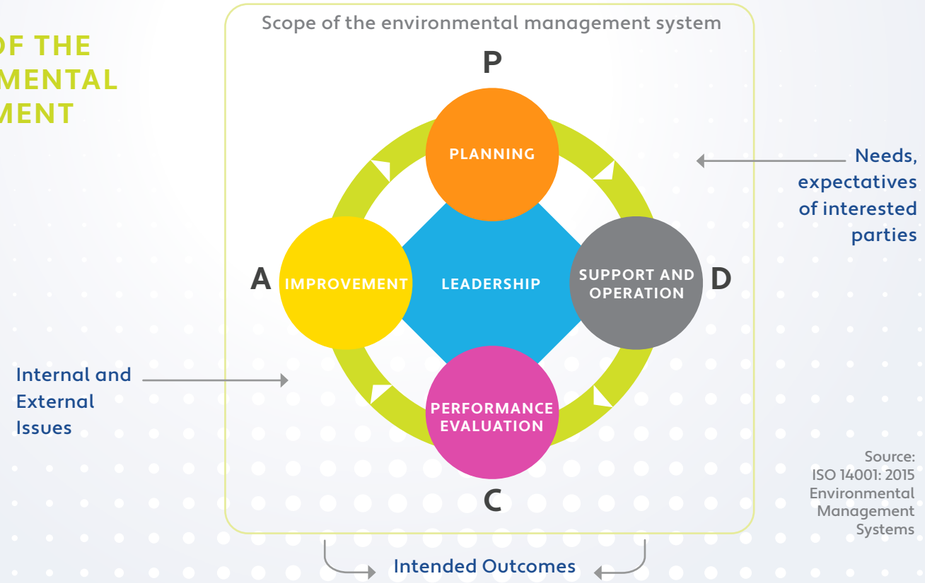
The Environmental Management and Protection department is responsible for supervising our environmental commitments.

ENVIRONMENTAL MANAGEMENT SYSTEM

Recognizing our growing presence in Latin America and globally, as well as the growth achieved over the years, Televisa began fulfilling its social and environmental responsibility in 2008 with the implementation of an Environmental Management System (EMS) based on the ISO 14001:2015 standard. Today, our EMS aligns with ISO 14001:2015, the international benchmark for environmental management. This system reflects our commitment to current social, environmental, and cultural issues, while identifying areas of opportunity for continuous improvement.

We have maintained ISO 14001:2015 certification for several years, and in 2024, our EMS was successfully recertified. Our ISO 14001:2015 certification covers 42% according to 2024 revenues. The Environmental Management System provides a framework to protect the environment and respond to changing environmental conditions, while supporting the operational needs of the company. It integrates relevant processes, areas, responsible parties, and all employees working in Televisa Santa Fe. We strive for continuous improvement through the implementation of the plan-Do-Check-Act (PDCA) model, as recommended by the standard.

PILLARS OF THE ENVIRONMENTAL MANAGEMENT SYSTEM



Source: ISO 14001: 2015 Environmental Management Systems

To evaluate the effectiveness of our Environmental Management System, we conducted third party training and evaluation for personnel from various departments, including Risk Management, Process and Policies, Human Resources, Call Centers, Environmental Management and Protection and Industrial Safety. The training, titled "Integrated Systems Lead Auditor", was based on ISO 9001:2015, ISO 45011: 2018 and ISO 14001:2015. As a result, trained employees are now qualified to perform internal audits of our EMS.

The Environmental Management and Protection department will be working on the opportunity areas detected during the Internal Audits and will incorporate them into the EMS to enhance its performance.

Our EMS is certified by external third parties, in accordance with both national and international standards. A surveillance audit by the external certifying entity is scheduled for 2025.

In 2024, we did not have any significant fines or non-monetary sanctions related to non-compliance with environmental laws or regulations. This included administrative and judicial sanctions for violations of national, regional or local environmental laws and regulations, including international declarations, conventions or treaties.

WATER STEWARDSHIP

Given the nature of our operations, Televisa does not engage in processes that require intense water consumption. Our main water consumption is primarily for domestic use by employees across our facilities. However, we are aware that water is essential for life and we all share the responsibility of preserving our watersheds.

Televisa does not extract water directly; potable water is supplied mainly through the municipal network. Additionally, we operate wastewater treatment plants, and the treated water is reused mainly for bathrooms, firefighting systems, and irrigation of gardens and green areas.

In order to comply with sustainable management of water, we strive to:

- **Minimize the use of potable water in our work centers and promote responsible water consumption in our activities.**
- **Protect and conserve ground water.**
- **Maximize the use of recycled water**.

We adjusted our water consumption calculations since data from past years included the Other Businesses segment which, starting in 2024, will be excluded from our reports due to the aforementioned spin-off. With this adjustment focused on telecommunications operations, our coverage is 80%. We will continue to improve the accuracy of our data, and, based on this information, we will reassess our water consumption targets and goals.

We are aware that water withdrawal in water-stressed areas can have a significant impact on the nearby communities - Therefore, we focus our water management efforts and practices on meeting human and ecological demands while mitigating water stress levels. Although Televisa operates nationwide, our highest water consumption occurs at corporate offices located in Mexico City and surrounding areas–regions identified by technical studies from the Mexican government as experiencing high water stress. In response, we have implemented measures to minimize the impact of our operations in these areas, including:

- **In Televisa Santa Fe, we started improvement and scale-up works in our wastewater treatment plant, increasing its capacity and upgrading the water treatment process.**
- **At one of the most recent and largest call centers, located in Cuernavaca Morelos, we installed a wastewater treatment plant.**

Wastewater is discharged into the municipal sewage system in compliance with wastewater regulations.

To verify that our wastewater discharges do not exceed maximum permitted limits, we evaluate them according to national and international environmental standards, as well as official national standards.

In addition, we comply with international standards for both the quantity and quality of wastewater, exceeding local regulatory requirements. We also monitor the volume of water used for conservation activities.

Wastewater discharge is calculated by subtracting the total volume of recycled and recirculated water from the total volume of potable water consumed. In 2024, the total volume of wastewater discharged was 122,568.06 m^3. The water consumption reported corresponds to a partial estimate, since it was not possible to obtain complete data for the first half of the reporting year. Consequently, this period has been calculated based on operational references and historical trends. Furthermore, the data presented represents 80% of total consumption, according to our operations. No nearby water sources were affected by either water withdrawal or wastewater discharge.

No body of water or habitat designated as a natural protected area was affected by water discharges and/or runoff.

For more information go to **Exhibit F**.

BIODIVERSITY

At Televisa we are committed to respecting, valuing, preserving, and restoring biodiversity. We work to maintain ecosystem services and protect the essential benefits that nature provides to humanity.

Our approach promotes the sustainable management of natural resources through shared-value practices that include our communities and integrate both conservation needs and development priorities.

Since most of our facilities are located in areas of low environmental impact, our activities do not involve resource extraction or place significant stress on the environment. Our operations have a minimal direct impact on biodiversity. However, we do operate signal retransmission equipment in five Protected Natural Areas (PNAs), details of which are presented in the following chart.

Name	Area (ha)	Activity	Type of area important for biodiversity
Cerro de la Silla National Park	184.1	Retransmission equipment	Legally protected areas
Cerro del Fortín Ecological Reserve	0.06	Retransmission equipment	Key Biodiversity Areas
Cerro del Cimatario	0.06	Retransmission equipment	Legally protected areas
Izta-Popo Zoquiapan National Park	12	Retransmission equipment	Legally protected areas
Tehuacán-Cuicatlán Biosphere Reserve	0.11	Retransmission equipment	UNESCO Man and the Biosphere Reserves

For any change that affects the environment of the signal repeaters located in these PNAs, environmental impact statements are prepared and submitted to the Ministry of the Environment. These statements quantify impacts and mitigation actions, and operational plans are submitted and implemented to demonstrate compliance with the authority. In 2024, our operations did not alter the ecosystems of the Protected Natural Areas, resulting in minimal impacts on these sites.

Taskforce on Climate-related Financial Disclosures (TCFD)

Televisa began its journey to adopt the TFCD recommendations in 2019. Since then, we have disclosed information about the material financial impacts of climate-related risks and opportunities. These recommendations are structured into four key pillars:

1. Governance

The Company discloses its Board of Directors oversight and management role in assessing and managing climate-related risks and opportunities. For more information, see the **ESG Governance** section of this report.

2. Strategy

The Company discloses its climate-related risks and opportunities in the short-, near- and long- term, as well as the potential impacts on its business strategy and financial planning. The company must also describe its resilience to different climate scenarios, for example in the event of a rise in global temperatures of 2° C or less. For more information, see the **Climate Strategy** section of this Report.

SHORT-TERM RISK IDENTIFICATION AND ASSESSMENT

At Televisa we conduct an annual integrated risk assessment to determine 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, implement response plans. We prioritize risk based on impact and probability. Finally, these results are presented to the management team and the Audit Committee.

As part of our integrated company-wide risk assessment process, we engage across the business to identify and evaluate climate-related risks. This includes describing the nature of the risks and their potential impacts. High-priority risks identified include mitigation actions that inform and update business continuity plans on a regular basis regarding climate-related issues.

Our infrastructure networks and assets are evaluated under business continuity protocols to ensure resilience against climate change and natural disasters. We recognize our responsibility to the millions of homes and businesses that depend on our services and are committed to building one of the most climate-resilient telecommunication networks possible.

We recognize that climate can have both short and long-term risks. For this reason, the company has implemented activities focused on business continuity, aimed at identifying and assessing natural and human-related that could adversely impact our business operations. In 2024, we conducted a short- and long-term climate risk assessment to determine potential operational impacts resulting from major service disruptions. This process was designed to identify, review, and prioritize the most significant threats to our employees, network, and business operations based on known and projected natural disasters that may affect the company.

The following section outlines how we identify and integrate climate change considerations into our risk and opportunity management processes, including periodic assessments.

LONGER-TERM RISK IDENTIFICATION AND ASSESSMENT

We are working to integrate longer-term climate-related risks into our risk evaluation and planning methodologies, incorporating multi-year projections and scenarios to enhance our risk management. Scenario analysis will enable us to better understand how both physical and transitional risks and opportunities associated with climate change might plausibly impact our business over time.

3. RISK MANAGEMENT

The following section describes our identification and integration of climate-related risks and opportunities.

RISKS

Climate-related risks refer to the potential negative impacts of climate change on an organization. They are divided into two major categories: **transition** and **physical**.

Transition risks

These are business-related risks arising from societal and economic shifts toward a low-carbon and climate-resilient future. They may include policy and regulatory changes, technological advancements, market dynamics, reputational impacts, and legal risks. They can refer to:

- **Changes in climate and environmental-related policies and regulations.**
- **Changes in technology, to make it more eco-friendly.**

Physical risks

These are risks arising from climate changes 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 thunderstorms.
- Heavy rainfall.
- Building collapses due to weather events.
- Explosion/fires due to weather events.
- Shortage of resources or fuel.
- Leaks or emissions of hazardous materials due to weather events.
- Lack of gas supply.
- Transportation accidents due to weather events.
- Lack of drainage/overflow of the collection system.
- Lack of ventilation (positive pressure induction).

OPPORTUNITIES

Climate-related opportunities refer to the potential positive impacts related to climate change on an organization. The company focuses 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. We implement water management initiatives that consider location, resources, regulations, cost, operations, and innovation. We also strive to ensure the quality of discharged water through the use of wastewater treatment plants, which apply ionic and biological electro-chlorination processes. Treated water is primarily used for toilets, fire systems, and irrigation of green areas.
- Programs to reduce water spills. Our spill prevention program encompasses routine maintenance, situational preparedness, and strict adherence to environmental regulations.

Energy sourcing

- Projects to migrate our standalone infrastructure to cloud services (SaaS, IaaS, PaaS). This initiative, in addition to having cost-saving benefits, considers environmental protection and the conservation of non-renewable resources.

Processes, products, and services

- We seek to reduce operating costs and maximize efficiency in our services 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 strengthening our infrastructure, in order to be prepared for a changing climate.

We recognize that while climate-related risks and opportunities are inherently linked, each requires a tailored management approach. We plan to implement several company-wide strategies to support top-down identification, review and management of risks.

Our strategies related to climate change include:

- Identifying and assessing 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 risks.
- Improving the likelihood of business continuity, to protect from the occurrence of adverse events.
- Aiming to limit commercial or operational failures resulting from climate change.
- Providing a long-term plan to minimize our dependence on limited energy resources.
- Training our personnel to respond effectively to contingencies arising from climate change impacts.
- Aiming to limit GHG emissions.
- Maximizing resource efficiency and cost savings.

RISK MANAGEMENT

The company discloses its process for identifying, assessing and managing climate-related risks, and how these processes are integrated into its overall risk management strategy. For more information see the Risk management section of this report.

4. METRICS AND OBJECTIVES

The Company discloses metrics and targets used to track progress in addressing climate-related risks and capturing climate-related opportunities.

Our commitment to climate action is reflected in our efforts to reduce GHG emissions and increase operational efficiency through programs that consider location, resources, regulations, costs, and innovations. We quantify our emissions, identify their main sources, and implement systematic measures to reduce them, all supported by by transparent accounting practices.

In 2024, we measured our carbon footprint as part of our climate action strategy. We improved data collection processes and provided training sessions to raise awareness of the reporting process and enhance data quality. For more information see the Climate strategy and Emissions profile sections of this report.

Network reliability and infrastructure resilience

Telecommunications are essential to modern life. Many people rely on constant connectivity for their daily activities, and this requires fast and efficient networks. This connectivity is also vital for the operation of critical infrastructure, such as airports, power grids, banking services, and many more. Information and communications technologies (ICTs) play a key role in disaster risk management and reduction.

Reliable, high-quality networks have been proven to save lives in critical situations. Through innovative technology and human creativity, we ensure the timely flow of vital information. Our high-speed, low-latency broadband satellite connectivity allows us to monitor climate events, helping us to anticipate, prepare for and mitigate their impact. For decades, our infrastructure has provided uninterrupted connectivity to support the resolution of critical social and environmental challenges, such as pandemics, extreme weather events, devastating hurricanes and earthquakes.

Today, more than ever, in our interconnected world, our society needs reliable connections, and our purpose is to meet this need. Our innovative portfolio not only underscores our commitment to innovation and efforts to improve our competitiveness but also reflects our dedication to delivering the best to our customers.

Resilience for Televisa means the ability to restore and improve operating systems in the face of adversity. Our customers rely on us to provide quality service, even during emergencies, as communication and connectivity are essential.

With a consolidated base of more than 6.2 million subscribers and 24-hour television broadcasting nationwide, we keep our commitment to customers by upgrading our existing cable network to a two-way broadband or fiber-optic network, working to protect our networks against climate change risks.

We aim for stable operation of our satellite networks at all times, using state-of-the-art technology to avoid signal loss.

Television transmissions, under concession, must remain active at all times. To ensure uninterrupted service, our stations are equipped with several backup systems, such as optical fiber, satellite transmission, cable and signal retransmission form other stations. The most important stations: Mexico City, Monterrey, Guadalajara and Querétaro have independent transmission systems.

Every day, our technical teams work to maintain our network and ensure service continuity for our customers. During their shifts, they perform visual inspections to identify potential wiring issues and report them to be fixed.

In addition, we use monitoring equipment to detect “networks leaks” that could affect signal quality in our costumers’ homes or workplaces. When such issues are detected, technical teams are promptly designated to carry out the necessary repairs.

The resilience of our network maximizes service continuity in the face of extreme weather and other disruptions, allowing us to offer 24/7 network access with improved performance, which means better customer experience.

Televisa has various insurance coverages related to damage to our infrastructure and facilities. For more information, please refer to Form 20-F

BUSINESS CONTINUITY AND MANAGEMENT OF CLIMATE EVENTS

Televisa recognizes the possibility of transmission failure in the satellite cable network or television signal, either as a result of inherent operational issues or natural emergencies. For both cases, we are prepared: we have qualified personnel with the necessary experience to identify these risks, act accordingly, and maintain continuity of operation.

- **Inherent failures: In the case of failures inherent to the operation, we identify areas at risk of signal interruption according to the region of the country and the time of year.**
- **Failures due to catastrophic events: We take steps to identify and/or anticipate catastrophic events that represent a risk of service interruption such as:**
  - Hurricanes
  - Fires
  - Earthquakes
  - Floods

For each type of event, whether catastrophic or not, we have operation continuity protocols based on daily verification procedures and action plans. If a failure is detected, secondary equipment kicks in to maintain continuity, such as redundant and backup satellites, operational teleports and emergency plants.

Climate change-related risks include strong winds in the northern regions of the country. These winds can dry both live and dead vegetation increasing the risk of wild fires that may destroy homes, force the evacuation of hundreds of people, and cause falling trees, electricity poles, and connectors. To ensure service continuity, we keep technicians available at all times, ready to restore connections and signals promptly.

Television signal stations have different contingency plans based on risk analyses, with monthly transmission tests and emergency drills. The following are some of this drills:

- **Electric current verifications to guarantee that electronic components are working correctly.**
- **Thermography tests to prevent damage in transmission equipment.**
- **Test for backup transmissors, which consists of turning off the primary unit and activating the backup system.**
- **Infrared images to verify that we comply with the Federal Telecommunications Institute (IFT) standards, according to the applicable law. These standards are related to signal quality and measure signal to noise ratio (SNR), error vector magnitude (EVM), and modulation error ratio (MER).**

To prevent failures in the signal repeaters operation, daily inspection rounds are carried out. Monthly reports are issued on maintenance and cleaning activities, especially those related to emergency power generators, safety lighting on towers, replacement parts and diesel fuel reserves.

Empowering PEOPLE

At Televisa we understand that building a connected world starts from within, that is, with our people.

Human capital management

Our talent is at the heart of our success and innovation.

At Televisa we understand that building a connected world starts from within, that is, with our people. This is why we are committed to building an organizational culture that allows us to improve performance, supports employee development and strengthens their commitment to our purpose: "Bringing people closer to what matters most to them".

Our Empowering People strategy involves our employees, customers, and communities through innovation, sense of belonging, and creativity. We build the infrastructure necessary for society to stay connected and in tune with the world. We understand that connections are essential to life, and we are committed to meet society's connectivity needs by investing in the infrastructure that enables global connection.

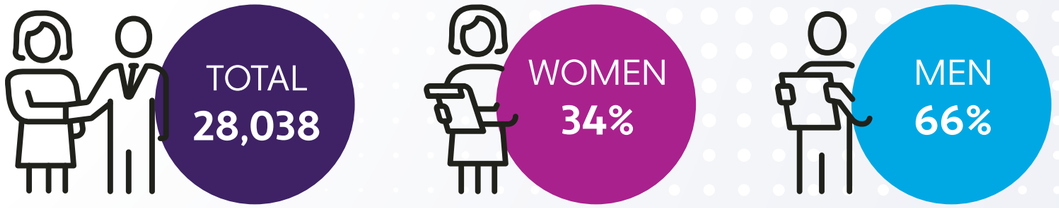
We also work to ensure that we remain one of Mexico's most attractive places to work by improving our talent attraction, recruitment and hiring processes.

We greatly value the commitment of each of our employees and their great results in maintaining our promise to provide quality service to our customers. Our priority is to encourage the engagement of our employees, optimizing efforts and maximizing the impact of their work.

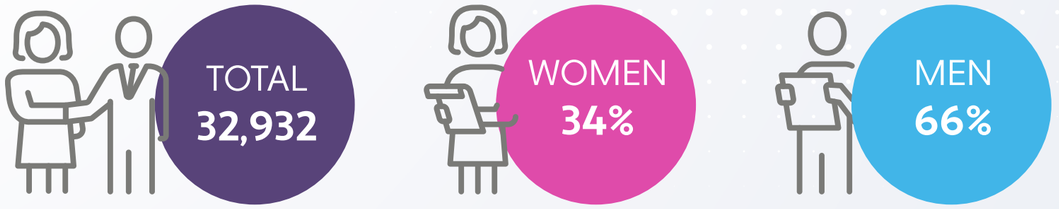
In the following sections, we describe the elements of our commitment to our employees, which seeks to build a creative, diverse, and inclusive workforce, which continues to provide quality service to our customers.

COMPOSITION OF OUR WORKFORCE

Employees by gender in **2024**



Employees by gender in **2023**



Employees by gender in **2022**

As part of our efforts to improve reporting, starting this year, we will be breaking down some human capital indicators by age, gender, hierarchical level and nationality.

Note: For the breakdown of employee information, a total of 28,040 employees was considered.

Age Group

BB: 1,831	Baby Boomers (1949-1968 75-56 years)
GX: 7,800	Generation X (1969-1980 55-44 years)
GY: 13,739	Generation Y (1981-1993 43-31 years)
GZ: 4,670	Generation Z (1994-2010 30-18 years)

Management level

Senior Management (starting at VP): 20
Top Management: 140
Managers: 988

Country of nationality

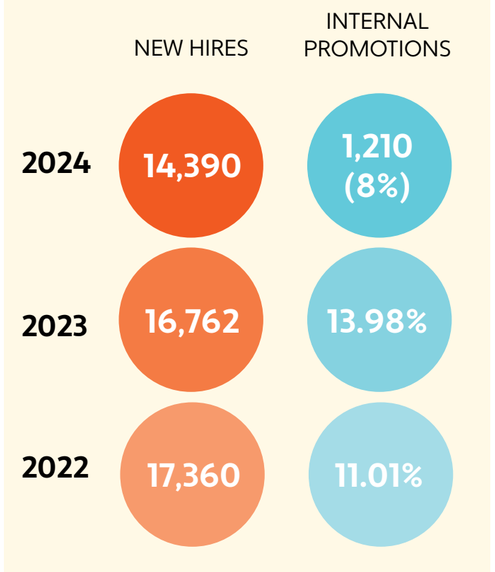
Mexico: 27,993	**Spain: 1**
Ecuador: 2	**El Salvador: 2**
Brazil: 3	**Guatemala: 3**
Venezuela: 11	**United States: 6**
Nicaragua: 2	**Costa Rica: 2**
Peru: 5	**Chile: 3**
Honduras: 2	**Colombia: 1**
Argentina: 3	**New Zealand: 1**

EMPLOYEES BY TYPE OF CONTRACT

Name	2024	%	2023	%	2022	%
Permanent contract	25,744	91.7	32,864	100	36,808	100
Men under permanent contract	17,139	67	21,564	66	24,727	67
Women under permanent contract	8,603	33	11,300	34	12,081	33
Temporary contract	2,372	8	68	100	191	100
Men under temporary contract	1,339	56	41	60	110	58
Women under temporary contract	1,033	44	27	40	81	42
Number of part-time employees	105	0.37	16	100	31	100

Note: for the total number of temporary employees, we consider those with fixed-term contracts for 2024.

NEW HIRES AND INTERNAL PROMOTIONS



NEW HIRES

Gender

Age Group

BB: 629
GX: 2,266
GY: 5,529
GZ: 5,966

Management level

Top Management: 1
Managers: 21

Country of nationality

Germany: 1
Argentina: 1
Brazil: 1
Ecuador: 1
United States: 3
Guatemala: 1
Mexico: 14,375
Peru: 2
Venezuela: 3
Uruguay: 1
Colombia: 1

In 2024, we hired 14,390 employees in Mexico, at an average management hiring cost of MXN986.14 per employee, without considering the salaries of the recruitment team.

Employees by location

Our operations are mainly carried out in Mexico: 28,025 employees work in this country, which corresponds to 99% of our workforce.

STRATEGIC HUMAN CAPITAL INDICATORS

Televisa's great transformation concluded in 2024 with the spin-off of our "Other Businesses" segment. After this spin-off, we focused on the telecommunications and entertainment industry. As a result of this transformation, our workforce structure also underwent a significant change. To ensure that the results more accurately reflect our employees' current reality, we decided to postpone the organizational climate survey to 2025.

In 2023, a survey was conducted in compliance with the Official Mexican Standard NOM-035-STPS-2018, Psychosocial Risk Factors at Work, which companies are required carry out every two years; therefore the next one will be applied in 2025. The purpose of this standard is to identify, analyze and prevent psychosocial risk factors, as well as to promote a favorable organizational climate in the workplace. The evaluation focused on four key areas: psychosocial risk factors, workplace violence, severe traumatic events and a favorable organizational climate.

Sense of belonging

The sense of belonging was one of the components evaluated under the favorable organizational environment factor. We obtained a risk score of 3.36 on a scale from 0 to 10. A score below 4 indicates zero risk for this factor, representing the best possible outcome in this category.

RISK LEVEL	ZERO	LOW	MIDDLE	HIGH	VERY HIGH
2023 Result	**3.36**				

Our Human Resources area supervises the surveys, monitors the results and addresses them through specific actions. We are continuously working to improve our work environment.

EMPLOYEE TURNOVER

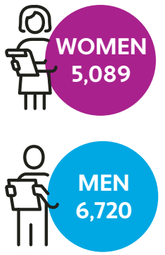
	2024	2023	2022
Total employee turnover	**11,809**	21,235	16,280
Voluntary	**10,569**	16,332	16,173
Involuntary	**1,240**	4,903	107
Total employee turnover rate	**48.15%**	64.5%	44.0%
Voluntary employee turnover rate	**43%**	49.6%	43.7%
Involuntary employee turnover rate	**5%**	14.9%	0.3%

TURNOVER RATE

Age Group

BB: 511
GEN X: 1,760
GEN Y: 5,329
GEN Z: 4,209

Gender



Management level

Senior Management (starting at VP): 0.0%
Top Management: 0.1%
Managers: 0.4%
Operational: 99.5%

Note: Data taking in account 86% coverage

At Televisa we recognize the challenge of reducing our turnover rate, particularly in certain positions such as sales, customer service representatives, technicians and call center operators, which account for the majority of our voluntary turnover rate of 48.15%. As a result, we have focused on analyzing our processes to strengthen our onboarding strategy and reduce our early turnover. In addition, two merger events during 2024 brought about significant changes to our organizational structure. Our goal is to continue strengthening our value proposition for employees, investing in talent development and offering meaningful opportunities for professional and personal growth.

ORGANIZATIONAL CULTURE

In a highly competitive market and in constant technological innovation, our strategy is based on a culture focused on quality and results. Each of our employees knows the customer and makes them a priority, working hard to improve their experience.

We order and align our efforts as a team to achieve results, fostering innovation, sense of belonging, and creativity. We focus on looking for opportunities to make operations simpler and more agile, ensuring quality at every step of the process and encouraging creativity to better respond to customer needs.

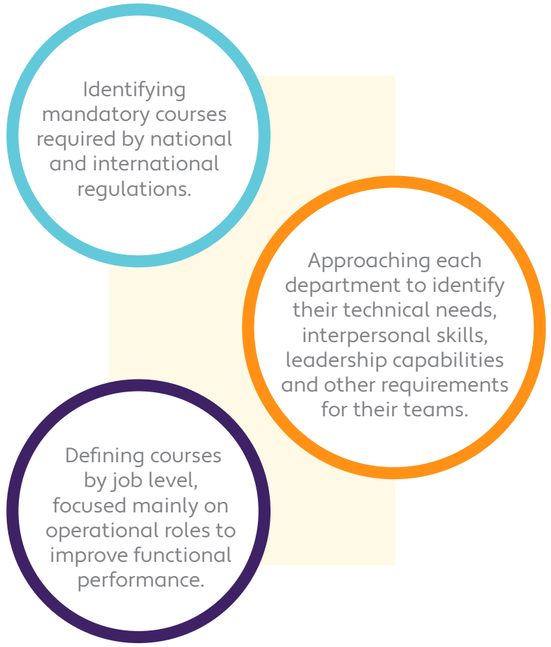
Performance management

A fundamental element of our employee value proposition is setting clear objectives and conducting performance evaluations, providing regular feedback on their progress. Through our Results Management Model, enabled by a personalized platform (Performance Management System), employees from the lowest to the highest management level record their objectives and monitor their action plans monthly. These evaluations are carried out annually through joint discussions. In 2024, the evaluation process covered 1,253 non-union employees, with a participation rate of 92.48%. In addition, we monitor individual, role-based business and customer service contributions through a 360-degree feedback and ongoing, agile conversations.

WE INVEST IN DEVELOPMENT AND TRAINING

Our development and training strategy empowers employees to achieve their goals. It also provides them with opportunities to develop multidisciplinary skills and skills to create value, both within the group and on a personal level. Our training offers them a wide range of resources and opportunities to maximize their advancement and performance. We have a variety of face-to-face and online platforms on technical and leadership code, and the training is aligned with the needs and strategy of the business, covering topics such as sustainability, governance, cybersecurity, code of ethics and anti-corruption. More details on the training provided during 2024 can be found in Exhibit B, Training offering.

Training can be remote, face-to-face and/or online. Our Human Resources area develops training programs based on the following:



We place special emphasis on the development of our technical staff, by identifying skill gaps and providing targeted support to strengthen their knowledge. This process includes close follow-up to ensure that they have the necessary tools for their professional growth. In 2024 we provided 1,297,996 training hours representing a significant increase compared to 2023: from 30.60 to 46.29* training hours per employee. Additionally, during 2024, we invested an average of MXN312.85 per employee in training and development. By the end of 2024, active employees had completed 907,894 hours of training.

A total of 141 senior executives–representing 88.7% of the group– received training on topics such as supply chain sustainability, climate action and environmental compliance, and sense of belonging, leadership, digital inclusion, and the implementation of ESG strategies. We continue to make progress towards our goal of training 100% of leaders in ESG by 2025.

We also have a Leadership Academy, as well as career plans for certain levels. As part of our commitment to strengthening digital skills among frontline employees, 3,792 sales staff–95.13%–received training in 2024, marking significant progress toward our 2025 objective.

Segmentation	Groups	Total hours	Average
Age group	**BB**	47,459	25.91
	Gen X	225,755	28.94
	Gen Y	526,727	38.33
	Gen Z	498,055	106.65
Gender	**Men**	723,331	39.23
	Women	574,665	59.84
Management level	**Senior management (starting from VP)**	33	1.65
	Top management	768	5.53
	Managers	7,749	7.84

** Data taking in account 90% coverage.*

These indicators will be integrated into the corresponding sections

Employees trained in anti-bribery and ABC corruption:

30,010 RECORDS

Number of attendees to data protection training courses:

10,638 RECORDS

Number of attendees to cybersecurity training courses:

30,085 RECORDS

Number of training hours in data protection and information security:

40,594 HOURS

Number of training hours in cybersecurity:

29,956 HOURS

Number of training hours in data privacy:

10,638 HOURS

Our value proposition for employees

At Televisa we aim to offer an attractive value proposition in benefits and rewards for our employees, recognizing that our employees are at the heart of our success and our most valuable asset. Having the best talent allows us to accelerate our growth, which is why we strive to be an attractive company to work for by offering competitive salaries and benefits.

Our Human Resources area carries out a human capital development program that includes the Leadership Academy, Leadership Program for Women, Connection between Women, Certification from the Society of Cable Telecommunications Engineers (SCTE), and Scholarships at the Latin American Technological University Online (UTEL).

We understand our commitment to Social Responsibility and Sustainability not merely as an effort, but as a core part of our business strategy. In 2024 we launched the Comprehensive Vision of Well-being and Sustainability program, known as VIBRA, which is based on three pillars:

- **Quality of Life:** focused on physical health and well-being
- **Environmental Responsibility:** focused on our environmental impacts
- **Community-Company Connection:** focused on sense of belonging, incorporation, equity and community engagement

Through campaigns and sessions, we promote awareness on physical, mental and financial health. These efforts include vaccination and anti-vaping campaigns, and active break initiatives. We also reinforced an internal communication campaign which created a strong employee engagement with the program.

VIBRA

- Breast cancer
- Active breaks
- Meditation
- Financial habits
- Contingency preparedness
- Postural health

At Televisa, we offer programs designed to help employees develop and strengthen their skills.

- **Impulsa:** Invites employees to participate in improving services, products, processes, and technology applications that enhance the experience of our internal and external customers.
- **Excellence Award:** Recognizes employees who have consistently demonstrated outstanding competencies that reflect and promote institutional values.
- **Women's Circle:** Offers a safe space for sharing personal and work experiences, fostering collective healing through active listening, self-awareness and empowerment.
- **Panels with Leaders:** Inspires Female Leadership with Success Stories and Role Models.
- **Leadership Academy:** Develops the skills and competencies of current and potential leaders, promoting an effective leadership culture that drives performance, innovation, and strategic alignment, while fostering team engagement and motivation.
- **Women's Leadership Program:** Provides women with valuable tools and capabilities to prepare them for executive positions. This program, delivered through online courses and sessions through Microsoft Teams, offers competencies such as emotional intelligence, effective communication, personal branding and influence, self-awareness and self-management, effective leadership, and negotiation, among others.
- **Women's Connection:** Builds on the Women's Leadership Program by further enhancing leadership skills and fostering the active participation of women in decision-making roles. This program promotes gender equality and incorporation within the organization, by creating an environment where women can fully realize their potential, access opportunities for growth, and contribute to innovation and business success.
- **SCTE Certification:** Provides technical personnel with international certification from the Society of Cable Telecommunications Engineers (SCTE), ensuring they are trained in the international technical procedures and standards for the installation of cable video, Internet and telephony services. This certification supports the effective delivery and correct operation of these services.
- **Undergrad Scholarships:** Promotes academic and professional development by offering scholarships to employees with outstanding performance. The program aims to enhance skills and competencies, support personal growth, foster talent retention and contributes to the strengthening of the organization.

At Televisa, our working hours are established within individual contracts, collective agreements and internal work regulations. However, recognizing that flexibility and adaptability are essential to fostering a productive and inclusive work environment, we offer different work schemes designed to meet the diverse needs of our employees:

Face-to-face: Employees work in our offices and facilities, where they have everything necessary to carry out their activities.

Remote work (hybrid): This system combines on-site presence–60%–with remote work –40%. Currently, 4,883 employees work under this scheme, especially those whose responsibilities are mainly desk-based. This areas include Human Resources, Legal, Administration and Finance, Operations and IT, Customer Experience, Quality, Commercial, Field Services, Information Security and Marketing.

Teleworking: In 2024 we implemented the teleworking initiative, offering fully remote work for a specific operational segment. Currently, 2,163 employees work entirely remotely, in compliance with NOM-037-STPS-2023. This model is mainly for personnel in the Customer Experience area.

As part of our women's empowerment strategy–and recognizing that starting a family is an important realization for many people–we provide women opportunities for professional growth that allow them to remain and advance within Televisa, while benefiting from supportive policies such as parental leave and lactation rooms in our facilities. In 2024, 253 paid care leaves were granted to primary caregivers, and 321 parental leaves to non-primary caregivers. In compliance with national regulations, mothers are entitled to 84 days of leave, and fathers to five days. For more details, see to Exhibit C Employee benefits.

We were awarded the Empresas de Diez Plus recognition, granted by the Instituto del Fondo Nacional de la Vivienda para los Trabajadores (Infonavit), which recognizes companies that demonstrate a strong commitment to their workforce by generating quality employment and contributing to the economic development of our country. We also received the Top Sales recognition from Fusión Web and were named Outstanding Carrier Partner of the Year 2024, by Huawei.

BELONGING

At Televisa, we strive to create an environment where everyone feels appreciated for their uniqueness. We believe that our success is based on accepting, celebrating, and leveraging our differences to fulfill our purpose.

We have a policy of equal opportunities for all, a protocol for the prevention of psychosocial risks and workplace violence, and a positive organizational climate. Any deviations from these policies can be reported through our whistleblower channels.

- We provide training to our employees to prevent discriminatory behaviors and sexual harassment through courses focused on inclusive work environments, our Code of Ethics, the Protocol to Prevent, Address and Eradicate Workplace Violence and sessions on NOM-035 (Psychosocial Risk Factors at Work). For more information, see Exhibit B. Training offerings.

Our sense of belonging programs strengthen the organization by recognizing and promoting the unique talents of each employee, regardless of gender, race, sexual identity, religion or age.

- Developing and retaining female talent is one of our commitments to belonging, which is why we have developed programs together with interdisciplinary groups to support women in achieving their professional goals. We achieve this through the Connection between Women program, launched in November 2024, which engaged 31% of the 879 invited female employees.

- We also promote the advancement of women into management and leadership positions through various initiatives, including the Women's Leadership program. Launched in March 2024, this program reached 1,007 women leaders, including chiefs, supervisors, managers, coordinators and directors, as part of our efforts to ensure greater female representation in decision-making position and hiring processes.

Training is provided through the Platzi platform and Microsoft Teams webinars, resulting in an average of 36 training hours on topics such as emotional intelligence, effective communication, personal branding and influence, self-awareness and self-management, effective leadership, and negotiation, among others.

WOMEN REPRESENTATION

	2024		2023	
	WOMEN (%)	MEN (%)	WOMEN (%)	MEN (%)
Senior management (starting from vice president)	**28.74**	**71.26**	23.29	76.71
Top management	**22.41**	**77.59**	26.32	73.68
Managers	**30.29**	**69.71**	29.41	70.59
Operational	**34.70**	**65.30**	35.52	64.48
Members of the Board of Directors	**10.00**	**90.00**	10.00	90.00
Total employee promotions	**39.43**	**60.57**	28.20	71.80
Employees in IT/Engineering	**28.60**	**71.40**	13.70	86.30
Women in sales positions	**45.00**	**55.00**	-	-
New hires	**42.69**	**57.31**	43.16	56.84
Employees who left the company	**43.87**	**56.13**	38.63	61.37

Note: The percentage of women in revenue-generating (sales) positions, as well as the percentage of women in STEM-related positions, are calculated from a 10% coverage of data.

Health, safety and welfare

HEALTH, SAFETY AND WELFARE

At Televisa, we prioritize the health, safety, and welfare of our employees as fundamental to our operational integrity and long-term success. We are committed to fostering a safe and healthy work environment that promotes physical, mental, and emotional well-being. Through comprehensive programs, preventive measures, and continuous training, we ensure that our teams are supported, protected, and empowered to thrive–both professionally and personally.

We abide by all Mexican occupational health and safety laws, as well as international standards.

Our Occupational Health and Safety strategy is based on the following programs:

- Annual Wellness Plan to raise employee awareness of risks in their operations.
- Support with online consultations regarding major medical insurance 24 hours a day.
- Access to medical services within corporate facilities, as well as training programs to identify work risks and reduce operational health and safety incidents.
- Programs focused on nutrition, mental health and stress management, as well as campaigns on addiction prevention, financial education and personal savings and financial health.
- Regular inspections across our facilities by the Health and Safety commissions to identify unsafe acts and conditions. These commissions are also responsible for coordinating with relevant areas to ensure risk mitigation. The outcomes and progress are reviewed annually, in compliance with NOM-019-STPS-2011.
- Scheduled training sessions on various Health & Safety topics, including the proper use of personal protection equipment, electric systems risks, road safety, and more.
- Wellness campaign CHKT, in collaboration with the Mexican Institute of Social Security (IMSS).
- Vaccination campaigns for seasonal diseases.

According to our management system, in 2024 there were no occupational diseases or deaths and only two occupational accidents with significant consequences.

- We carry out regular inspections of our facilities through the Health and Safety commissions, which are responsible for identifying risks in coordination with the areas responsible. The progress and results of the inspections are verified annually, in compliance with NOM-019-STPS-2011.
- Scheduled training courses are conducted on various health & safety topics, like proper use of personal protective equipment, electric systems risks, and road safety, among others.
- Wellness campaign CHKT, in collaboration with the Mexican Institute of Social Security (IMSS).

	2024			2023			2022		
	Number of accidents	**Absence rate**	**Lost days**	Number of accidents	Absence rate	Lost days	Number of accidents	Absence rate	Lost days
Total	**941**	**130.61**	**33,960**	1,541	206.9	53,794	2,051	50.99	**13,258**

For the purposes of this report, the information in the table above regarding health and safety data for the years 2022 and 2023 was recalculated using the 2024 methodology.

Note: For the accident indicator, this year we are considering the total number of recordable occupational injury cases. For the lost days indicator, we include the total number of days lost due to work-related accidents with medical leave and occupational illnesses, divided by total number of hours worked. The absenteeism rate is calculated as shown in the following table. Also, as part of our improved reporting practices, starting this year, we will be breaking down some health and safety indicators according to the following table.

Indicator	Description	Data
Total number of recordable occupational accidents with injuries	Work risk cases qualified by IMSS (ST-7) resulting in disability, which resulted in temporary or permanent disability.	941
Recordable occupational injury rate	Number of recordable occupational accidents / Number of hours worked x 200,000	3.12
Occupational accident frequency rate	Total number of occupational accidents with medical leave / Total number of annual working hours x 200,000	0.006
Annual hours worked	Number of hours worked per business unit	60,141,780
Total hours lost due to absenteeism	Total days of disability generated by accident and/or occupational disease	33,960
Total absenteeism rate	Total number of days lost for any cause / Total number of working days per year	130.61
Lost days/Severity rate (based on ILO definition)	Total number of days lost due to work-related accidents with medical leave and occupational disease / Total number of hours worked	0.0005

Human rights

As a signatory of the United Nations Global Compact since 2016 and aligned with the principles of the International Bill of Human Rights, as well as the labor standards outlined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, Televisa places the utmost priority on the respect of human rights. We also abide by the Ten Principles of the United Nations Global Compact:

PRINCIPLE 1 Companies must support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2 ensure that they are not complicit in human rights violations.

We also abide by the other principles of the United Nations Global Compact and are committed to incorporate them into our strategy, culture and daily actions. Learn more in Our Statement on the 10 Principles of the Global Compact.

Everyone who works for or on behalf of Televisa is responsible for upholding this commitment, which is also expressed in our Code of Ethics.

FREEDOM OF ASSOCIATION

At Televisa, we believe that fostering a resilient company begins with open dialogue and two-way feedback with our workforce. We fully respect our employees' right to freedom of association, and ensure that no individual faces retaliation or negative consequences for exercising this right. Through ongoing collaboration with unions in the regions where we operate, we aim to strengthen operational resilience by promoting employee well-being and maintaining long-lasting and productive labor relations.

Our Code of Ethics clearly outlines our commitment to freedom of association, and we maintain constructive industrial relations with the unions that represent our workforce.

To provide more transparency, we disclose that 100% of our operational personnel related to the network are covered by a collective bargaining agreement.

	2024	%	2023	%	2022	%
Total employees	**28,038**	100	32,932	100	36,999	100
Unionized employees	**10,375**	37	11,974	36	12,580	34

By the end of 2024, 37% of our total workforce were unionized. This considers our operational and administrative workforce.

At Televisa we will continue to work for the well-being of our employees, reiterating our commitment to offer appropriate working conditions, respecting their human and collective rights, and continuing to promote a sense of belonging.

	2024	2023	2022
Percentage of unionized employees	**37.00**	36.36	34.00

During the past three years, due to our ongoing collaboration with employees and unions, the company has not registered any strikes or closures.

LABOR RIGHTS

In line with our commitment to equal opportunity Televisa maintains a zero-tolerance stance toward discrimination, harassment, intimidation and/or violence in the workplace. We condemn all forms of forced or compulsory labor, human trafficking, and we uphold the rights and obligations of our employees. Our recruitment and selection processes are designed to ensure full compliance with applicable labor laws, including the proper execution of employment contracts.

Our Protocol for the Prevention, Addressing, and Eradication of Workplace Violence establishes clear procedures for reporting, investigating, and resolving incidents of workplace harassment, sexual harassment, and/or workplace violence. This applies to all employees, regardless of their role, hierarchy, gender or ethnicity/nationality.

The Protocol for the Prevention, Treatment, and Eradication of Workplace Violence contains the following figures:

Made up of the Internal, Audit, Labor Relations, Labor Law, Compliance and International Communication areas.

Integrated by a coordinator, counselor, secretary and an equal number of male and female representatives.

First point of contact to guide the alleged victim on the available channels and procedures for adressing workplace harassment and/or worklace violence.

The procedure for internal complaints in cases of workplace harassment and/or workplace violence is governed by the following guidelines:

We maintain open and confidential lines of communication, including our whistleblower system, which allow all employees to anonymously report any conduct that violates our principles. All reports are managed by our Internal Audit area and are channeled to the corresponding areas for resolution. Whistleblowers are protected throughout the process, ensuring a secure mechanism that fosters strong working relationships and a positive organizational climate.

In 2024, a total of 371 complaints related to discrimination or harassment were received through our complaint channels. Of these, 81 proceeded, while 159 are still under review. All cases were handled by Internal Audit and forwarded to the appropriate resolvers, ensuring confidentiality, protection for the complainant and the prevention of any form of retaliation. After a thorough assessment of each case, appropriate measures were taken for substantiated complaints, ranging from administrative sanctions and warnings to, in some cases, termination of employment. For more information, go to the Whistleblower System section.

TRAINING

Respect for human rights is an obligation for all companies, and we are committed to permeating this culture throughout our operation.

During 2024, we incorporated the issue of human rights into our strategic risk portfolio, as part of a broader risk regarding human capital management, with which we seek to establish plans and programs to strengthen this commitment to respect human rights.

Training courses provided to employees cover the following topics: anti-corruption, attention to customers with disabilities, Code of Ethics, inclusive workspaces, protection of personal data, and the Protocol to Prevent, Address and Eradicate Workplace Violence, among others. Additionally, we delivered company-wide sustainability training, with human rights as one of the most important topics. We believe that raising awareness gives our employees the knowledge and tools to identify and address these issues effectively. Likewise, in alignment with our commitment to human rights, we highlight of workplace violence as a key factor evaluated under the Official Mexican Standard, NOM-035 on Psychosocial Risk Factors at Work. This issue is subject to an internal process for review, supervision, and follow-up for its resolution.

Key indicators	Metrics	2024
Principles of responsible business training	Number of employees trained	Anti-corruption 30,010 Attention to clients with disabilities 709 Code of Ethics 8,841 Inclusive workspaces 6,884 Personal data protection 10,638 Protocol to Prevent, Address and Eradicate Workplace Violence 28
Employees trained in responsible business conduct and human rights through the Principles Course	Employees trained	31,884 unique records
	Employees trained	86%
	Training hours	63,994 h

Active employees at the end of 2024

Stakeholders dialogue

In today's globalized world, shaped by rapid technological changes, it is extremely important to understand the risks and opportunities regarding businesses, technological advances, and ESG issues. This understanding is essential for the company to assess its impact, both for the achievement of its objectives as an organization and for each of our stakeholders.

Therefore, it is essential to maintain a constructive, open and constant dialogue with our stakeholders, in order to exchange information, understand their interests, needs and expectations and assess their perceptions and level of satisfaction with their involvement, both inside and outside the company. This will strengthen our ability to address their concerns.

As part of our stakeholder communication efforts, we have updated our materiality analysis. This process identifies both internal stakeholders (employees, executives, board of Directors members) and external stakeholders (customers, suppliers, unions, NGOs), and considers their perspectives. These insights are key inputs to our ESG strategy.

For more information, see the Materiality analysis section.

To enhance communication, we participate in different forums and events, in which we share experiences and where we have the opportunity to network with suppliers and other companies worldwide. Through a variety of communication channels, we maintain contact with our stakeholders. These include our corporate website–where anyone can access important information about the company–social media platforms, landlines, our whistleblower line; physical and virtual customer service centers (via phone and messaging), and internal platforms such as email, printed materials (banners, posters and roll ups), corporate policies, our Code of Ethics and the corporate Intranet, among others.

Our interactions with stakeholders are based on our Code of Ethics, which guides us in acting according to the values and principles of the organization. We classify each stakeholder relationship according to the level of collaboration and ease of communication:

CONSTRUCTIVE — High level of collaboration and synergy, enabling better performance.

CORDIAL — Moderate level of collaboration that allows respectful problem-solving.

TENSE — Low level of collaboration.

Stakeholders	Employees	Shareholders	Suppliers and/or business partners	Customers	Trade unions	ONGs and community	Board of Directors
Description	The company's workforce, which is at the heart of our business success and allows us to bring people closer to what matters most. The work of each of them allows us to meet ESG objectives.	People who consider the company as a business opportunity, helping us broaden our understanding of what they consider profitable in the long term. Involved in our materiality analysis.	They supply goods and services to the company and are interested in stable and fair business relationships aligned with regulatory compliance. We look forward to building a sustainable supply chain, which makes up a significant part of our Scope 3 emissions, and is essential to the continuity of our operations.	Organizations, institutions or individuals who buy the company's products and/or services and seek quality and value. This motivates us to innovate our products and services. Through dialogue we can understand the level of satisfaction of customers through surveys and market analysis.	Workers' organizations that play a key role in defending and promoting the interests of their members, especially in areas such as economic, labor, social and professional development, while aligning with the principles and values outlined in our Code of Ethics. Through continuous dialogue we work collaboratively to support the well-being of our workforce through the updating of collective bargaining agreements.	People who live in the areas where the company operates and are interested in the social and environmental impact of our activities. They can exert pressure for the company to establish sustainable actions and are the ones who provide the social license to operate, on which we focus to jointly contribute to closing the digital divide.	The highest governing body of a company Its functions include direction and management, supervision, decision-making. The Board of Directors provides collective knowledge and represents the interests of shareholders, allowing us to strengthen internal governance.
Communication channel	• Corporate intranet • Policies and codes • Code of Ethics • Whistleblower system • Social media • Internal communication campaigns • Materiality survey	• Corporate website • Social media • Quarterly reports • Annual report • Form 20-F • Press releases • Materiality survey	• Provider portal • Direct communication with the Purchasing area • Email • Telephone • Supplier Code of Conduct • KYC Questionnaires • Whistleblower system • Materiality survey	• Web page • Mobile app • Customer service telephone • Customer service centers • Private notices • Social media • Survey of products and services • Materiality survey	• Direct communication with the Human Resources Department • Collective agreements • Mails • Calls • Materiality survey	• Corporate website • Events • Philanthropic programs • Fundación Televisa. • Social media • Materiality survey	• Social Media • Corporate website • Corporate Committees • Materiality survey
Type of dialogue	Constructive	Cordial	Cordial	Cordial	Constructive	Cordial	Cordial
ESG strategy pillar	Empowering people / Digital Inclusion	Leading by Example	Leading by Example / Empowering People	Digital Inclusion / Leading by Example	Empowering People / Digital Inclusion	Digital Inclusion / Climate-resilient connections	Leading by example
Material topic	Customer satisfaction Talent management Health and safety	Data privacy Ethics & corruption Corporate governance	Ethics & corruption Personal data Human rights	Digital inclusion Customer satisfaction Cybersecurity	Human rights Talent management Health & safety	Digital Inclusion Risk management Risks & opportunities of climate change	Cybersecurity Risk management Corporate governance
Associated risk	Increasing labor conflicts in Mexico	Economic and political conditions in Mexico and other countries	Loss of transmission causing business interruption	Data management and privacy.	Increasing labor conflicts in Mexico	Economic and political conditions in Mexico and other countries	Changes in Mexican and U.S. laws and regulations.
Contribution to SDGs	3 Good health and well-being 5 Gender equality 8 Decent work and economic growth	16 Peace, justice and strong institutions 17 Partnerships for the goals	11 Sustainable cities and communities 13 Climate action	3 Good health and well-being 9 Industry, innovation and infrastructure 12 Responsible consumption and production	3 Good health and well-being 5 Gender equality 8 Decent work and economic growth 17 Partnerships for the goals	2 Zero hunger 4 Quality education 10 Reduced inequalities 17 Partnerships for the goals	16 Peace, justice and strong institutions 17 Partnerships for the goals

Our community

FUNDACIÓN TELEVISA

At Fundación Televisa, our mission is to support and strengthen Televisa's commitment to fostering prosperity, equality, and sustainability in our communities. By leveraging Televisa's unique strengths–its expansive media reach, influential platforms, and powerful networks–we maximize our impact in education, culture, entrepreneurship, health, and environmental protection.

In 2024, this strategic synergy empowered more than 931,325 children, youth, and adults across Mexico and the United States, with an investment of over MXN 327 million and the collaboration of 388 allies who share our vision for impactful change. Over the past two decades, Fundación Televisa has benefited more than 14 million people, reflecting our long-term commitment to building opportunities and transforming lives.

Cultural impact through a strategic exhibition

Fundación Televisa's cultural initiatives reach people of all ages and communities, engaging audiences through local actions, digital platforms, and media spaces. In 2024, we proudly presented *Mexichrome: Photography and Color in Mexico* at the Museo del Palacio de Bellas Artes–an exhibition first announced in our 2023 report and brought to life in 2024.

With more than 159,000 visitors, the exhibition demonstrated Fundación Televisa's cultural impact and legacy. To extend this experience beyond the museum, we launched it online through FotográficaMx, reaching over 60,000 digital visitors and further reinforcing our commitment to cultural preservation.

COMMUNITY DEVELOPMENT PROGRAMS

Cuantrix coding platform

We enrolled over 73,338 public-school students, 4,576 teachers and instructors, and 605 primary schools from across Mexico on our Cuantrix platform to learn basic coding skills (cuantrix.mx).

Tecnolochicas STEM initiative

We doubled the number of middle-school girls participating in Tecnolochicas STEM activities, reaching 24,695 girls in Mexico and the United States.

Bécalos scholarships

We awarded 44,142 Bécalos scholarships during the 2024–2025 academic year, bringing the total to 594,838 scholarships granted over the past 19 years. Bécalos focuses on supporting those who need it most through programs that promote employability, STEM education, English learning, international mobility, and academic excellence. Additionally, scholarships were allocated to talented youth programs, with 5,348 specifically designated for women pursuing STEM careers.

POSiBLE entrepreneurship program

Through our POSiBLE program, 15,320 entrepreneurs received support to develop their business models. Overall in 2024, POSiBLE impacted 31,878 participants from the National Call for Proposals to online or in-person training camps.

Empieza Temprano early childhood initiatives

Since the program began in 2016, we have reached a total of 703,585 individuals–including parents, caregivers, and professionals working with children from birth to age five. This figure includes 320,737 new beneficiaries added in 2024 which strengthens our mission to transform lives from the earliest years.

Valores - valorama.mx

This year, we launched Valorama, introducing artificial intelligence tools for 5,600 teachers who created more than 1,700 activities, 80% of which were downloaded. By using Valorama, educators now save time creating lesson plans aligned with the official government curricula.

Gol Por México

We celebrated our 20th anniversary in 2024. We have transformed 13,221 goals into concrete actions in the fields of health, education, housing, women's support, environmental initiatives, and community assistance. This year, the goals scored in Liga MX enabled us to positively impact 36,841 people.

Cultural initiatives

Mexichrome: Photography and Color in Mexico, an event with. Great cultural significance, was exhibited at the Palacio de Bellas Artes. It was initially announced in our 2023 report and became a reality in 2024, attracting 159,000 visitors. Additionally, after the success of *Mexichrome*, we continued our cultural engagement at the 22nd Morelia International Film Festival by presenting *Ismael Rodríguez, un cineasta A.T.M.* reaching 70,000 spectators. We also showcased screenings of *María Candelaria* and *Dos tipos de cuidado*.

RECOGNITIONS

- **Bécalos:** This year, Bécalos received the Compartir 2024 award by the Mexican Center for Philanthropy (Cemefi) in the Suma de Voluntades category. This recognition honors programs that mobilize time, talent, and resources to achieve social benefits.
- **Cuantrix:** For the fifth consecutive year, Cuantrix was recognized for its collaboration with the Federal Educational Authority in Mexico City. During this period, over 23,000 training sessions were conducted, benefiting more than 300,000 students.
- **POSiBLE:** Fundación Televisa and Fomento Social Citibanamex earned second place in the Impacto+ Awards by the Impact Network. Additionally, Fundación Coppel selected POSiBLE as an implementer of projects aimed at fostering youth entrepreneurship.
- **Tecnolochicas:** The program was honored with the Inspiring Programs in STEM 2024 award by *Insight Into Diversity* magazine. This award highlights our dedication to inspiring Latina girls and young women to pursue careers in science, technology, engineering, and mathematics.

By responsibly leveraging the media, talent, partnerships and financial assets, the efforts led by Fundación reflect the commitment of the company to environmental and social initiatives. 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, see the Fundación Televisa 2024 report.

HUMAN PROSPERITY

In 2024, Fundación Televisa reported significant growth in the impact of our programs and highlighted how we harness Televisa's established media to drive meaningful and lasting change. With a strong commitment to those who need it most, we made a tangible difference in the lives of 931,325 children, youth, and adults across Mexico and the United States, investing more than MXN 327 million in partnership with 388 allies.

We continue to innovate in education, culture, entrepreneurship, and environmental protection, offering platforms that empower hundreds of thousands of individuals to improve their lives, transform their communities, and contribute to a more sustainable future.

Our impact strategy combines the power of Televisa's media platforms, advanced digital tools, financial resources, and direct community engagement to maximize reach and effectiveness.

Our sustainability programs are designed to support 14 of the United Nations 17 Sustainable Development Goals.

In 2024, we generated over 64.6 million digital impressions and 44,961 television impacts, reaching more than 36.5 million people through TV broadcasts. Additionally, we supported third-party institutions and organizations through communication campaigns across Televisa's media channels.

COMMUNITY ENGAGEMENT AND SUPPORT

Fundación Televisa's programs support people at every stage of life, helping them to expand their opportunities, strengthen their communities, and improve their well-being.

- **Early childhood development:** Through the Empieza Temprano program, we support the comprehensive development of children from 0 to 5 years old. We raise awareness among families about their vital role as caregivers and provide tools grounded in scientific evidence. With over 23 years of experience, we continue to promote more equitable and just societies by fostering conversations around values, socio-emotional skills, and healthy living–building community through both traditional and digital media.
- **Digital skills and sense of belonging:** At Cuantrix, we promote computer science education with a gender perspective, enabling children and youth to develop key competencies that expand job opportunities and improve their quality of life.
- **Girls in STEM:** Tecnolochicas encourages girls and young women to explore STEM careers by providing tools, mentorship, and inspiration to pursue their professional goals in science, technology, engineering, and mathematics.
- **Educational equity and employability:** The Bécalos program promotes educational equity by supporting low-income students and strengthening teaching staff. It also fosters youth employability through technical and soft skills training and advances gender equity by supporting women pursuing careers in STEM.
- **Entrepreneurship and innovation:** At POSiBLE, we believe in the power of entrepreneurship to transform lives. This inclusive program provides opportunities to develop business ideas, create sustainable jobs, and support long-term growth.
- **Social impact through sports and solidarity:** Gol por México, created in alliance with GNP Seguros, transforms goals on the soccer field into real-life actions in education, health, housing, environmental care, and community support. In 2024, we proudly celebrate 20 years of impact, having converted 13,221 goals into tangible benefits for those who need it most. This year alone, thanks to goals scored in Liga MX, we positively impacted 36,841 people.

In parallel, Nuestras Alas, a joint initiative with Club América, delivers support in key areas such as education, health, sense of belonging, environmental protection, and natural disaster relief–reaching the most vulnerable populations.

While challenges remain, at Fundación Televisa we continue to innovate and collaborate with our partners to foster a more equitable and inclusive society.

- **Cultural preservation:** Through FotográficaMx and the Visual Arts Department of Fundación Televisa, we preserve, value, and share Mexico's cultural richness. Our collection and archive promote heritage conservation, historical research, and the production of both artistic and documentary work.

NATURAL DISASTER RELIEF: OUR ACTIONS SUPPORTING GUERRERO AFTER HURRICANE OTIS

In response to the devastation caused by Hurricane Otis in 2023 in Guerrero, we continued our support in 2024 through the following actions:

- We delivered food packages to families affected by hurricanes and floods; in collaboration with other foundations, we helped over 45,000 vulnerable people affected by climate disasters, an investment of MXN8.8 million.
- **Housing reconstruction:** In collaboration with other organizations, we are rebuilding and repairing 380 homes in the Guerrero communities of Coyuca de Benítez and Medianitos Perros de Agua, benefiting 1,896 people.
- **Media classrooms for public schools:** We have installed three Media Classrooms with computers and internet access, benefiting 1,643 students and 127 teachers in Guerrero.

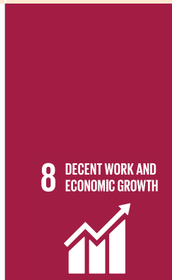
Our contribution to the Sustainable Development Goals

Televisa contributes to the United Nations Sustainable Development Goals (SDGs) by addressing some of the problems that afflict the planet, the environment, and society. We work hard internally with our employees and externally with our partners and associates in activities that directly and indirectly reduce poverty, inequality, and harmful impacts on the environment. We want to build more equitable societies, so we partner with other organizations with programs that empower people to advance themselves and achieve a better quality of life. We also innovate and bring new technologies to remote and low-income communities to help reduce educational and technological backwardness.

We work to identify the most relevant risks and opportunities in ESG issues and, on this basis, decide on programs to address them. Our seven priority SDGs directly related to our sustainability strategy, Quality education (4); Gender equality (5); Decent work and economic growth (8); Industry, innovation and infrastructure (9); Responsible consumption and production (12), Climate action (13), and Peace, justice and strong institutions (16) concentrate on our greatest opportunities to create shared value and make a meaningful contribution. Our contribution to the SDGs is detailed in Exhibit D.

Pillar	SDG	Target	Initiatives
1. **Climate-resilient connections:** We connect society by building climate-resilient communications technology.		13.1	Our climate change strategy is aimed at improving our network resilience by investing in climate-resilient connections.
		13.3	Through the involvement and cooperation of Fundación Televisa and its allies, the company works to promote culture and environmental care: With the Gol por México program, we held reforestation activities in specific areas of Bosque de Chapultepec and forested regions of southern Mexico, creating temporary jobs for neighboring communities.
		12.5	Through our repair and service centers we receive electronic devices that customers bring back to us upon termination of their contracts or because of technology updates, to be refurbished and reincorporated into our value chain. Devices that need more complex repairs are repaired or recycled by a third party.

Pillar	SDG	Target	Initiatives
2. **Digital inclusion:** We enable and ensure equitable access to information and communication technologies for society to stay tuned with the world.		4.1, 4.5 and 4.a	We contribute to equal access to education by creating educational opportunities to improve the technological literacy of young people, avoiding school dropout, empowering them by developing skills that will enable them to perform in the professional technological world. This is the aim of the following programs: • Bécalos, in partnership with other institutions • Gol por México • Empieza Temprano • Cuantrix • Tecnolochicas The Nuestras Alas program carries out the following actions: • Eye exams and glasses for elementary school children to reduce school dropouts and improve academic performance. • Courses and workshops for girls and young women in technology, innovation and development, so that they become passionate about STEM careers and continue their studies. • In response to the devastation caused by Hurricane Otis in Guerrero, classrooms and furniture were delivered to public schools. The FotográficaMx program promotes and strengthens community engagement through art, image and audiovisual culture, while also fostering the preservation of Mexican traditions.
2. **Digital inclusion:** We enable and ensure equitable access to information and communication technologies for society to stay tuned with the world.		9.c	Through our products and services, we are continuously expanding our reach and adding value to our customers through special packages including internet, telephone, television, and mobile network. We are constantly expanding and maintaining our FTTH and HFC network.
		5.b	To support the empowerment of women, we created the Tecnolochicas program, which promotes learning on information and communication technologies. The goal is to inspire and train women between the ages of 12 and 24 in the basics of programming and computer science, helping them broaden their professional aspirations, strengthen their confidence and develop key skills for their future employability. The Mujer POSiBLE program seeks to promote women-led entrepreneurship, through specialized content designed to inspire and empower them, provide them with useful tools and, above all, make them part of a community. The Nuestras Alas program gives courses and workshops for girls and young women in technology, innovation and development, so that they become passionate about STEAM careers and continue their studies.

Pillar	SDG	Target	Initiatives
3. **Empowering people:** We invest and empower people.		8.3	To promote decent and safe work, we have an Equal Opportunity Policy that prohibits discrimination and requires us to offer the same opportunities to all employees, regardless of their gender, marital status, religion, race, social and economic class, nationality, political preference, disability, personal convictions, and ethnicity.
		8.5 and 8.6	To promote full and productive employment for young people, Fundación Televisa offers several programs: Bécalos, Gol por México, POSiBLE, Tecnolochicas, and Nuestras Alas, which create opportunities for young people to build skills and abilities, fostering their empowerment by equipping them for better job performance, while promoting entrepreneurship and partnership through sense of belonging.
		8.7	To protect labor rights, eradicate forced labor/modern slavery, human trafficking and child labor, we align with our Code of Ethics. We also aim to achieve a supply chain with higher sustainable and ethical standards. Our initiatives for this period are focused on evaluating our suppliers to avoid engaging with those involved in forced labor / modern slavery, human trafficking, child labor or any other human rights violations. Our Supplier Code of Conduct was published on our platforms in January 2024. Additionally, we strengthen supplier risk management through our due diligence process, with know-your customer (KYC) (or supplier) questionnaires which must be filled out before signing a contract with the company. We also have a Protocol for Preventing, Addressing and Eradicating Workplace Violence, which covers workplace and sexual harassment.
4. **Leading by example:** We embrace an ethical culture.		16.5	To prevent all forms of corruption and bribery, Televisa fully complies with all ethical principles and the law. We also adhere to best practices for the benefit of our stakeholders by developing an internal compliance system that includes: • Code of Ethics • Compliance and integrity training • Whistleblower system • Corporate standards • Internal audit and control systems Our Code of Ethics describes the organization's values, principles, standards, and rules of conduct. It also incorporates fundamental principles of ethical conduct that must be followed by everyone who is part of Televisa. The code addresses relevant issues, such as anti-corruption, prevention of conflicts 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 policies covering: • Anti-corruption • Management of the institutional whistleblower system. • Authorization of related-party transactions. • Gifts from customers, suppliers or potential partners • Declaration of related parties Fundación Televisa's online program Valores has activities for teachers, children, young people and parents to achieve a life inspired by well-being, social-emotional skills and values. We do this through a website, a TV campaign and content in different formats that are shared on social media.
		16.b	We reinforce non-discriminatory principles that allow equal opportunities and a safe and violence-free work environment to encourage sustainable development through policies on: • Psychosocial risk management, workplace violence and favorable organizational climate • Equal opportunity We also have a Protocol for Preventing, Addressing and Eradicating Workplace Violence, which covers workplace and sexual harassment in the workplace.

DIGITAL INCLUSION

Televisa, as a key player in the telecommunications and entertainment industry, acknowledges the essential role it plays in the everyday life of millions of people.

Digital connectivity has become a fundamental pillar of modern society, transforming the way we live, work, and relate to one another. Televisa, as a key player in the telecommunications and entertainment industry, acknowledges the essential role it plays in the everyday life of millions of people. By providing access to communication, information, and entertainment services, we contribute to the creation of opportunities, the empowerment of communities, and economic development. Through our digital inclusion initiatives, we aim to provide access to the tools and knowledge necessary to participate to the fullest in the digital society and help build a more sustainable future.

WE ENABLE AND ENSURE EQUITABLE ACCESS TO INFORMATION AND COMMUNICATION TECHNOLOGIES FOR SOCIETY TO STAY TUNED WITH THE WORLD.

Digital inclusion is about enabling all people to contribute and benefit from the digital economy and society. Having access to information and communication technologies is fundamental in today's society, regardless of income level or place in society. In a world where inequality is still a reality, Televisa has made digital inclusion a strategic pillar of its ESG strategy since 2022.

Our Digital Inclusion pillar is designed with the objective of providing access and literacy for all, including the elderly, those with lower purchasing power, and those with any type of disability. We believe in the infinite possibilities that the digital world has to offer society, and we do not want anyone to be left behind.

CUSTOMER RELATIONS

At Televisa, true to our purpose of bringing people closer to what matters most to them, we focus on providing better and enjoyable experiences through our products and services.

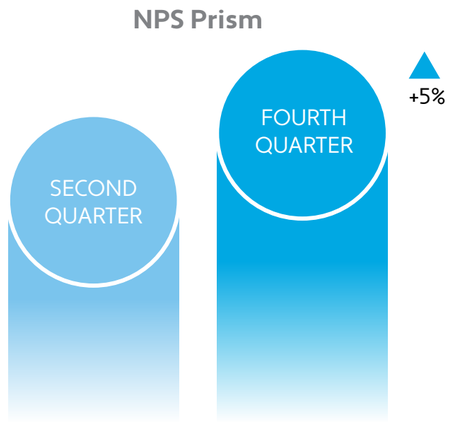
Consumers' perception has significantly evolved in the last decades. Nowadays, consumers not only look for quality products and services, but also for experiences that resonate with their values and needs. Customer satisfaction has become a key factor for corporate success, and providing high-quality service is essential to advance digital inclusion. Also, by providing equitable access to technology and information, companies not only fulfill their social responsibility commitments, but also lay the ground for customer loyalty. A positive and personalized customer experience, based on understanding their individual needs, is essential to build long-lasting relationships, promoting reliability and standing out from competitors.

CUSTOMER SATISFACTION rNPS

We conduct a holistic analysis and assessment of customer experience and recommendation through NPS Prism study by Bain Company. This methodology was implemented during the second, third and four quarters of the year, achieving a 5% increase in key performance indicators such as Relational Net Promoter Score (rNPS), Product Net Promote Score (pNPS) and Channel Net Promote Score (cNPS). We conducted an in-depth analysis of critical episodes along every stage of the customer journey to identify pain points and opportunities for process reengineering.

In 2024, we improved our rNPS through the implementation of various loyalty initiatives, with particularly high performance in the following:

- Plan offerings based on customer needs
- Increased trust in the brand driven by its experience
- Cost-benefit ratio



CUSTOMER SERVICE CENTERS

Three call centers located in Tijuana, Monterrey and Cuernavaca allow us to reach clients in all the country. Operators are trained to provide the best customer service through phone calls and/or social media.

As part of our commitment to meet customer needs, we have certified our call centers under ISO 18295 for Quality Management in Customer Interaction, a world-class certification that evaluates the Global Quality Model for client engagement.

Business customer service

As part of our efforts to improve services and ensure high-quality support for our business and government clients, we hold CISCO Gold, Huawei Silver, and Fortinet Expert certifications. These recognitions enable us to guarantee the effectiveness of our customer service delivery. Additionally, our employees have individual certifications across various technologies and DC3 skills certifications in areas such as health and safety, and civil protection, which guarantees the level of service our clients require. We continue to build strategic alliances with our main suppliers to provide better service.

These specialized services for business clients have their own staff of especially trained technical employees and operators.

Social media customer experience

Across all service options offered to our clients, we manage customer care and problem resolution through our Social Media Care Process:

Social Media Care Process

Customer contact throught our different channels

Query enters our management tool

If needed, the query is assigned to one of our agents, since we have an integrated self-management Bot

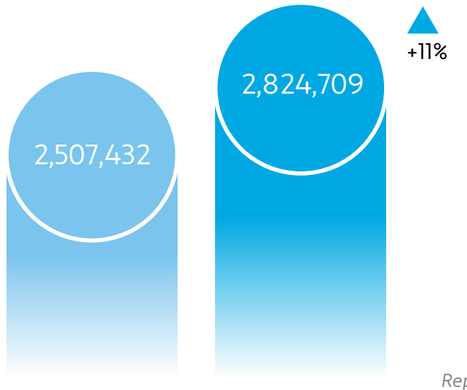
Customer query is answered until their requirement is resolved

At the end of the interaction, a satisfaction survey is sent to the customer to evaluate the service provided

Through satisfaction surveys, we measure key service indicators, such as waiting time, solution and kindness. By the end of 2024, we achieved the following results:

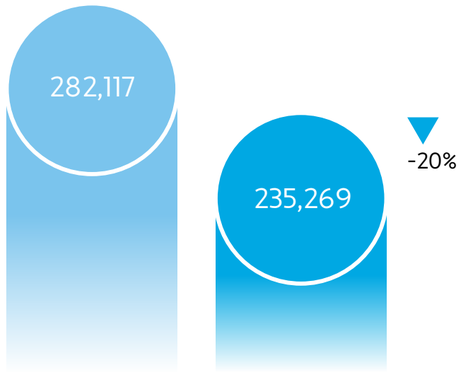
At Televisa we understand the importance of continuously improving our customer service. In response to growing demand, we have established an experienced service team to handle these interactions. In 2024, we managed 2,824,709 interactions through WhatsApp–an 11% increase compared to 2023. Through Facebook, Instagram, and X, we had a total of 235,269 interactions.

Interactions via Whatsapp



Representative sample with a confidence level >95%

Interactions through Facebook, Instagram and X



Artificial Intelligence for our customers

letizzia is our innovative artificial intelligence tool, designed to optimize customer experience in our help center. Powered by OpenAI's GPT-4.0 Model, and integrated through Xira's Large Language Model platform, letizzia delivers efficient support in three key areas: technical support, billing and paperwork. This solution empowers customers to self-manage their needs, enabling fast, effective query resolution and a fluid and improved experience.

Advantages of using letizzia:

- **Instant and accurate responses:** Access the information you need immediately, without waiting times.
- **24/7 service:** letizzia is available any time.
- **Multichannel access:** letizzia can be accessed from any device–mobile, tablet or computer– through the Help Center.
- **Fluid and natural interaction:** Thanks to its advanced technology, letizzia understands and responds in a clear and conversational way, as if you were talking to a real person.

What can you do with letizzia?

- **Consult general information:** product prices, packages, payment locations and opening hours in stores.
- **Resolve technical problems** with the internet connection.
- **Resolve technical problems** with pay TV service.
- **Information and support** for access and registration for OTT platforms.

¿Cómo te puedo ayudar?

Ethical marketing

CODE OF ETHICS FOR USERS

We respect the rights of our customers and audiences by offering a high-quality, diversity-oriented service, avoiding all types of discrimination, respecting human rights, children's rights, and promoting equality. We establish technical measures that allow our subscribers to block channels or programming they do not wish to receive, and we classify content, warning about content that may be considered inappropriate and displaying its classification on the screen.

We are careful of advertising content, ensuring it maintains a balanced presence within our programming. All advertising is subject to a strict classification by content and time slots. Likewise, we take measures to ensure that the advertising messages we present comply with national regulations on children's advertising and avoid promoting discriminatory behavior or content.

We adhere to the Code of Ethics of the National Chamber of the Radio and Television Industry, which protects audience rights, in compliance with the Federal Telecommunications and Broadcasting Law.

Televisa has a Code of Ethics for its broadcast concessionaires available at https://st1.uvnimg.com/80/cb/02b0e1c244a3a919536efd834188/codigo-de-etica-concesionarias.pdf

ETHICAL MARKETING & ADVERTISING

We believe that fair and ethical competition is an important factor to the performance of our duties. Our primary objective is to ensure customer satisfaction by providing accurate information about our products and services, while refraining from making false statements about the work, products and services of our competitors.

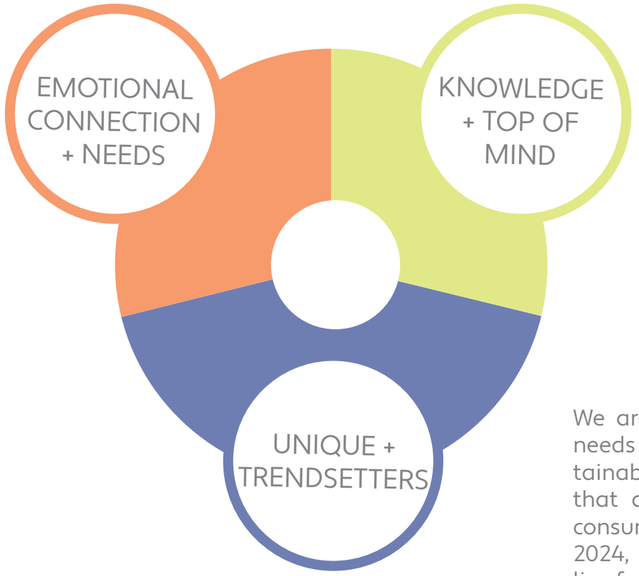
Furthermore, we recognize the importance of communicating our sustainability efforts objectively and clearly. We avoid overstating the social and environmental impact of our actions.

CHILDREN SECURITY

Our commitment to the security of our customers extends to the youngest members of the family. Therefore, as part of our services, we have developed options for blocking content, data, video and channels through parental controls, which restrict access by means of a password. More information about our commitment: https://www.izzi.mx/legales/codigoeticaizzi-2024.

Brand management: demand power

One of our key strengths is brand equity, particularly in the Mexican market, which we evaluate twice a year through a brand perception study. This analysis explores different aspects, including brand awareness, consumer needs and expectations, brand loyalty and our ability to deliver value to customers (functional and emotional attributes). The attribute in which we excel is “offering all the services that the customer needs”, through affordable packages that integrate fixed and mobile telecommunications, providing a complete FMC (fixed mobile convergence) solution.



We are aware that consumer needs are changing, and sustainability is one of the factors that are increasingly shifting consumer choices. Therefore, in 2024, we established a baseline for the Demand Power that includes sustainability topics.

Online strategies & customers online

In an increasingly digital world, online strategies have become a fundamental driver for telecommunication companies. Beyond generating more revenue, these strategies play a crucial role in the democratization of technology access. By offering an online purchasing experience that is simple, and tailored to each customer, we are not only increasing sales, but also contributing to digital inclusion, making all our connectivity and entertainment benefits more available and accessible every day.

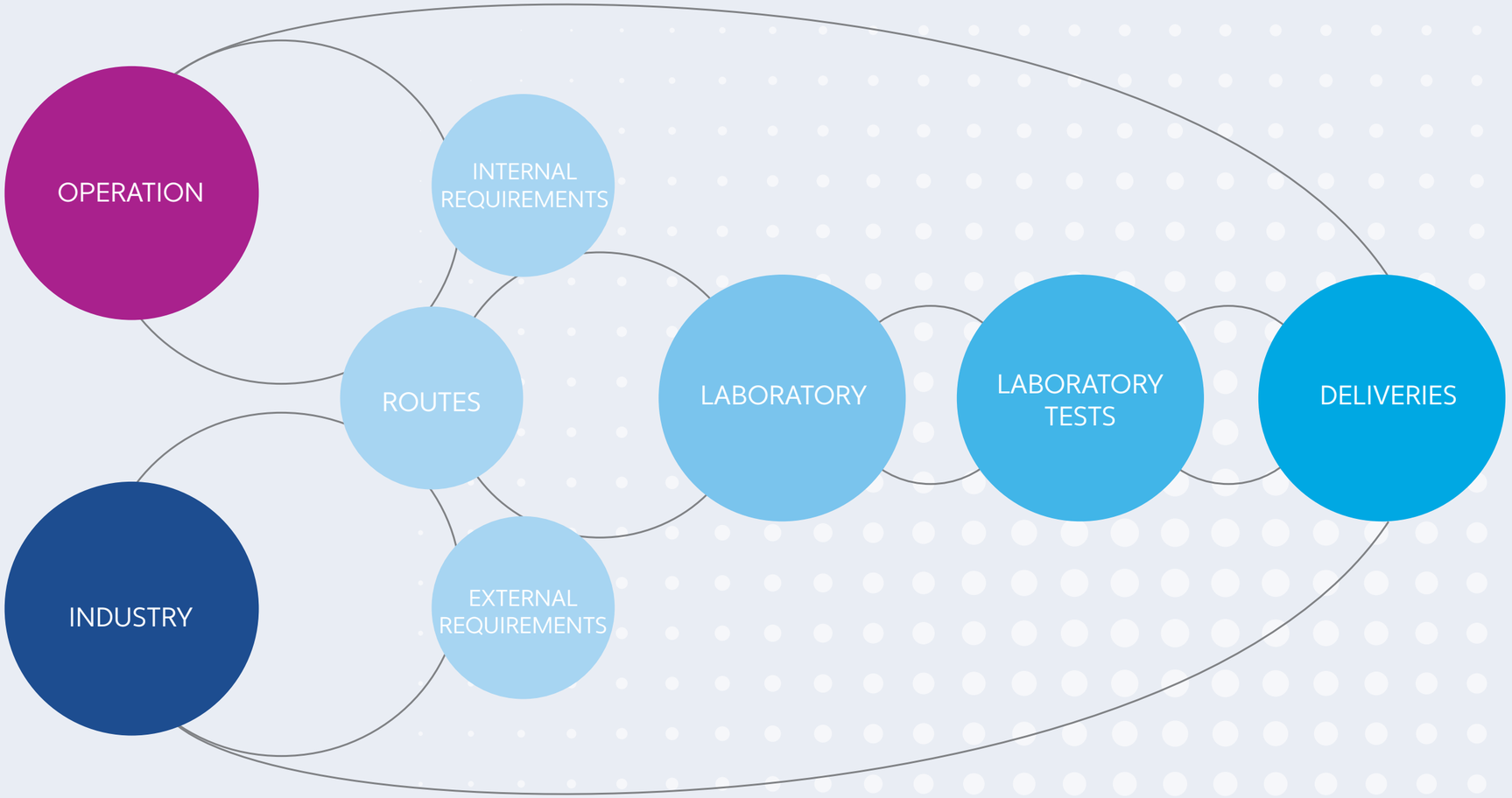
Our potential and current customers have several options for contracting or adding new services: through our on-field personnel, service centers, website, social media, phone, etc. However, to become an actual customer and finalize any sale, the process is carried out by an executive through telephone or online channels.

Innovation

OUR APPROACH TO INNOVATION

At Televisa we recognize innovation as one of our great allies. Driven by the talent of our people, we promote the development and adoption of new key technologies. Through monitoring and research efforts, we maintain a structured vision of technological trends and opportunities to build a resilient future that keeps the world connected.

Constant evolution of global and local contexts reinforces the need for adaptability and business transformation. With this in mind, we continuously seek innovative solutions that positively impact our environment, operations, and improve customer satisfaction through technology and telecommunications.



Our monitoring and research routes are our guide to discover new paths towards innovation.

ROUTES

CAPACITY
Focused on technological evolution, it aims to ensure robust infrastructure to meet bandwidth and another network demands.

RESILIENCY
Designed to ensure operational resilience, prioritizing cybersecurity and reducing disruptions.

OPERATION SKILL
Aims to strengthen operational skills through innovative technologies, to improve response capacity.

PRODUCT UX
It focuses on the design and improvement of the user experience, through specific strategies in key products.

WWC
Wireless-Wireline Convergence focuses on fixed and wireless networks to improve qualify of service and connectivity.

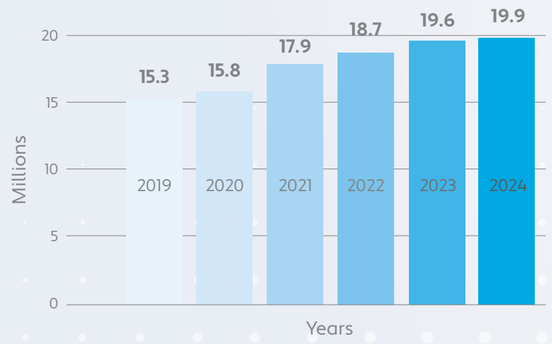
COMPUTE
It enables advanced processing capabilities and flexibility with a focus on computational evolution.

DIGITAL
Aims to make the most of the potential of data and drive digital transformation.

Accessibility

BUSINESS

During the year, we continued advancing our growth program, expanding our footprint by 365,000 homes, and reaching approximately 19.9 million homes passed across the country.



Televisa is a large telecommunications corporation that owns and operates one of the most relevant cable companies and a leading satellite pay television system in Mexico, with more than ten million customers and a presence in more than 2,477 municipalities.

As part of our commitment to continue building and providing accessibility for all, we have nationwide coverage through our infrastructure. One example is our 44 large and super Hubs, which enable us to connect our clients to the internet. We also provide our customers with top quality service with our 234,244 km-network. Additionally, for television signal retransmission, we operate 28 critical signal repeaters, defined by audience level, throughout all the country.

Additionally, we offer pay TV services through digital television transmission in the DTH (Direct-To-Home) format via satellite. This enables us to cover large areas, reaching communities without relying on land infrastructure.

PRODUCTS AND SERVICES

Televisa is a unique company, not only because of its history, but also because of our of connectivity and entertainment offering. Our purpose: “Bringing people closer to what matters most to them” comes to life through the experiences we create. Whether it is connecting with their most important people, enjoying favorite shows or hobbies, we create positive and lasting experiences.

The Digital Inclusion pillar is a core component of Televisa's sustainability strategy. Through this initiative, we aim to ensure that more people have the tools and skills needed to take advantage of the opportunities the digital world offers through our products and services.

Our main objective is to help close the digital divide, while also fostering customer loyalty by strengthening our service offerings. We are transforming our strategy to include affordable products and services that reach more households across Mexico.

Our efforts have forged a path within the telecommunications sector. By leveraging synergies between our telecommunications brand, izzi, and our entertainment brand, Sky, we have managed to deliver high-quality content through increasingly competitive offers.

We have focused on expanding and improving our service offerings by providing special packages for video contents with fasted speeds, reducing costs and introducing the best sporting events content.

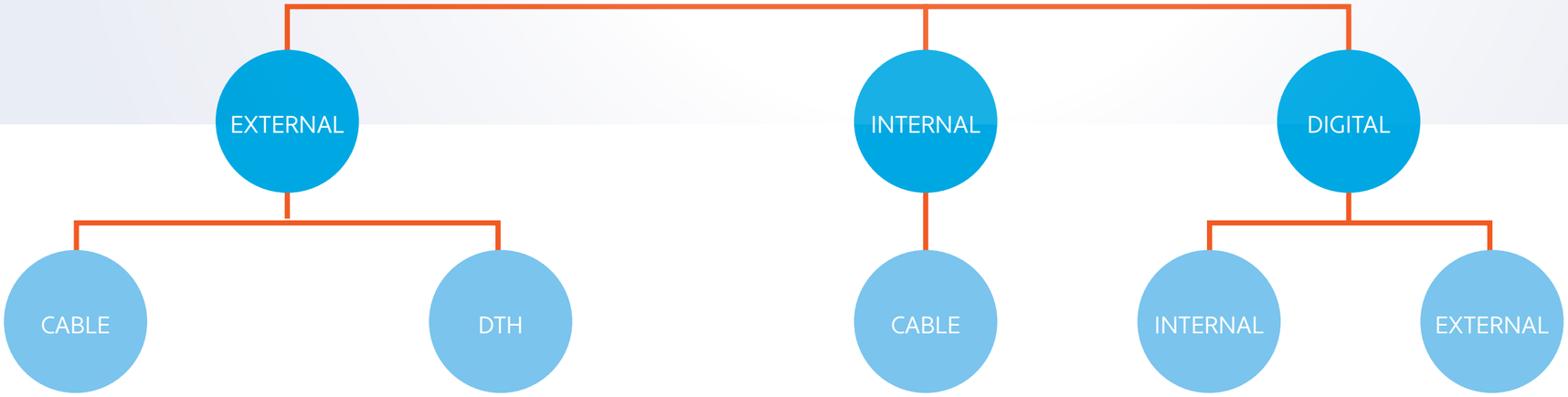
Our packages include preferential discounts made possible through our agreements with leading content providers, such as HBO MAX and Netflix. We also offer flexible add-ons, allowing customers to temporarily subscribe to additional channels, based on their preferences.

In addition, we provide access to different applications that offer communication functionalities and enable our customers to enjoy all our content anytime, anywhere.

DISTRIBUTION CHANNELS

As part of our business development strategy, we operate internal, external and digital sales channels, designed to enhance the efficiency and impact of our sales force.

Distribution channels



- Sales are considered closed upon installation.
- Commissions scheme.

- Comprises sales and installations.
- Commissions plus incentives scheme. Additional commissions for coverage of geographical areas beyond the assigned zones.

This structure strengthens sales and installation capacity by extending to areas without existing coverage.

As part of the group's workforce, training is provided to strengthen their sales capabilities.

Sales are made through call centers

Sales are made with the support of a third party which implements its digital tools for online sales.

Affordability

WIZZ PM

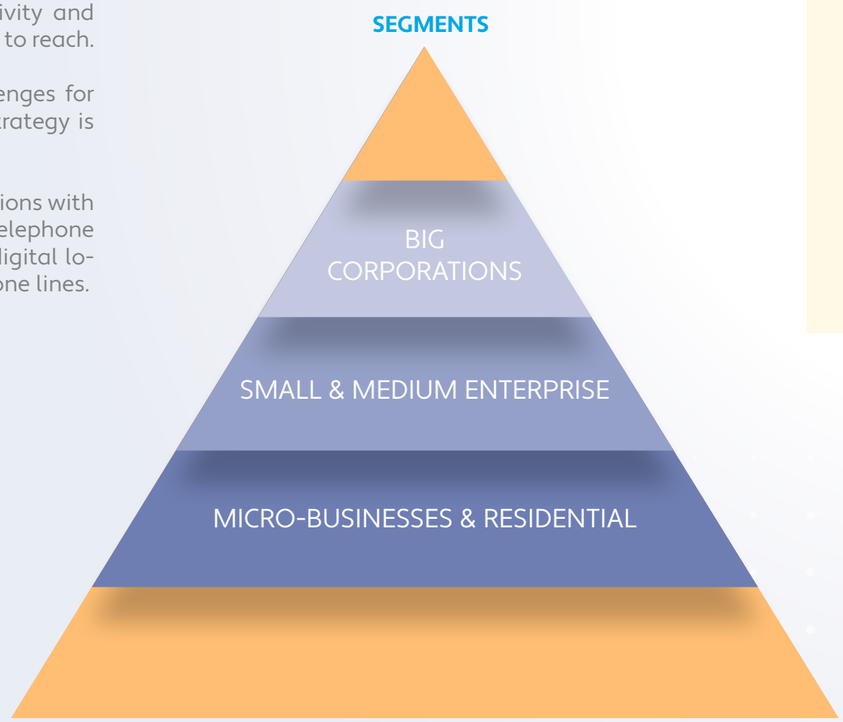
As part of our Digital Inclusion pillar, and aligned with our purpose of bringing people closer to what matters most to them, we are committed to expanding access to information technologies, products and services that help us close the digital divide. We demonstrate our commitment through our Wizz PM offering, which enables us to provide internet and video services in remote areas across Mexico, bringing connectivity and opportunities to communities that are difficult to reach.

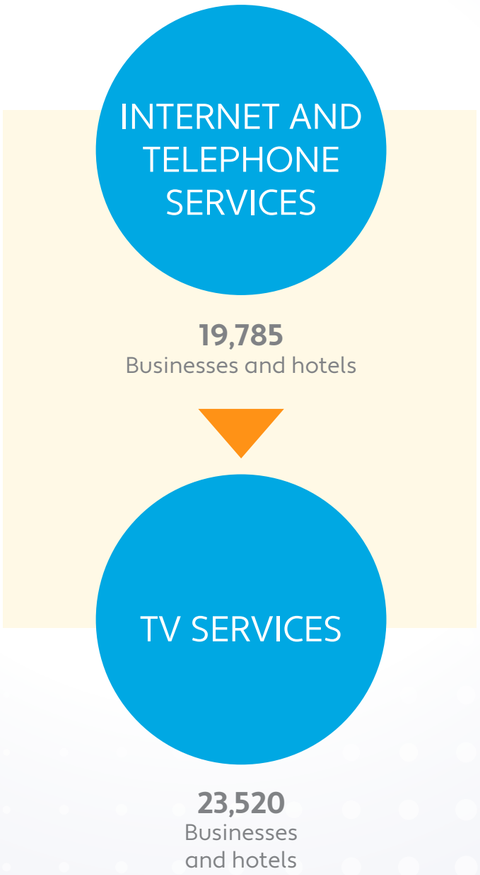
We are aware that one of the biggest challenges for both the business and our digital inclusion strategy is to expand our network's reach and efficiency.

With WiZZ PM, we currently reach over 45 locations with analog networks offerings TV, internet, and telephone services, and have established 13 additional digital locations with access to internet, TV and telephone lines.

SMALL & MEDIUM ENTERPRISE

We understand that there are different types of clients, which require better options that adapt to their requirements, which is why we have a specialized branch for each of the segments, which are based on personalized solutions to satisfy their needs and fulfill their requests through our products and services.





Our service offering includes all types of, with special attention to the small and medium enterprise (SME) segment. We currently provide specialized services to around 43,305 SME businesses and hotels, offering a range of tailored solutions that add value and meet the specific needs of each of our clients. This solutions include internet, telephone, TV services, as well as additional features such as electronic billing, software as a service, cybersecurity, data backup and other additional products that will enhance their productivity and improve communication with customers.

Skilling

DIGITAL INCLUSION PROGRAMS

Our Digital Inclusion Strategy focuses on creating connections that enable us to grow and provide more opportunities for society, helping us close the digital gap for those who have limited access to technology. We promote the development and sense of belonging of underserved communities. Digital inclusion has been a strategic priority for Televisa for decades, and today it is a fundamental to our business strategy. Over the years, we have focused our efforts on:

- Providing access to information and communications technologies ("ICT"), guaranteeing infrastructure, affordability, and ease of use.
- Offering digital literacy, digital and skills development, including ICT training on basic education for vulnerable communities.
- Supporting school connectivity to advance digital social sense of belonging for women and girls through specific programs that help them integrate into the digital world.

We drive digital inclusion through our products and services that promote the affordability, availability, and adoption of broadband technologies. Aligned with our mission to bring opportunities to as many Mexicans as possible, **Fundación Televisa** has impacted more than **14 million people** over the last two decades. In the past ten years, it has prioritized the creation of digital platforms–broadening its reach and empowering children and young adults, both in Mexico and abroad, with essential digital skills.

FUNDACIÓN TELEVISA HIGHLIGHTS IN DIGITAL SKILLS PROGRAMS

TECNOLOCHICAS

Reached **52,710 girls** and young women in Mexico and U.S., 24,695 in 2024.

CUANTRIX

Trained **760,580 students** and **32,273 teachers** over 8 cycles; **11,134 scholarships**, supported **4,576 teachers** and **73,338 students** in 2024.

BÉCALOS

Impacted **594,838 scholarships** over 19 years; reached **44,142 new scholarships** and awarded **750** IT scholarships in **Bécalos Tech Challenge** in 2024-2025.

VALORAMA

Integrated **5,600 teachers** into AI-based tools, enhancing digital capabilities in classrooms.

TECNOLOCHICAS

The program is designed to inspire girls and young women in Mexico and the United States to begin discovering and developing their skills in science, technology, engineering and mathematics (STEM).

Tecnolochicas not only teaches technical skills, but empowers girls, helping them discover their potential and technology as a tool to transform their future.

- This year, 24,695 girls and young women took at least one course taught by 824 mentors, totaling 53,214 courses in virtual and in-person mode. In the United States, 1,226 girls participated in-person courses with 88 mentors thanks to Tecnolochicas USA, where we implemented 1,226 courses in total. In addition, 1,846 women advanced in programming with Tecnolochicas Pro.

National and international impact

- In 2024, the program benefited 24,695 girls and young people in Mexico and the United States, with a presence in 23 states of the Republic. The Impact Assessment carried out on more than 1,500 participants revealed significant results: 72% improved technological skills, while 66% strengthened their confidence when solving complex problems.

We advance thanks to our allies

This year, Tecnolochicas consolidated alliances with UNICEF and NASA. At the Futures STEM event, organized together with UNICEF, more than 700 girls participated in panels and workshops led by 36 technology experts.

With NASA, we celebrated Hispanic Heritage Month at Space Center Houston, bringing together 150 local and 5 Mexican girls to meet Hispanic professionals. We also commemorated Computer Science Day at Arizona State University, with activities at the School of Earth and Space Exploration in Phoenix.

And through digital communities:

- 105,241 people make up our digital communities.
- 374,318 views registered on the tecnolochicas.org site

CUANTRIX

At Cuantrix, we promote the teaching of computer science and programming to empower girls, boys and young people with key skills that open up job opportunities and improve their quality of life.

- In 2024 we awarded 11,134 scholarships, focusing on inclusive education on programming.

Initiatives that change lives

- In 2024, we impacted 73,338 students and 4,576 teachers from 605 schools in eight states of Mexico. Strengthening thousands of young people with essential skills to face the challenges of the future.

50% of the students achieved an outstanding level by deepening their knowledge in computer science and programming, guided by an exceptional group of teachers who represent 30% of the educators who implemented the program this school year. These star teachers not only successfully completed the program, but also demonstrated an exemplary commitment to inspiring and enhancing their students' learning.

Actions for education for the future

- Advanced virtual training for teachers: more than 600 teachers learned soft skills in generative artificial intelligence, integrating innovative technological tools in their classrooms.
- Comprehensive support: With the support of 32 facilitators, we managed to get 586 schools to implement the program, increasing their number by 34% compared to the previous cycle.
- Virtual summer camp: In collaboration with the AEFCM, 450 students (8-14 years old) learned programming in Scratch through the Cuantrix Challenge, creating solutions to social problems.

And through digital communities:

- **43,782**
  people were reached through our social networks.
- **468,524**
  users visited Cuantrix.mx
- **542,074**
  young people make up our online communities.

And strengthening with initiatives in:

- **Employability and technology:** Since 2016, we have awarded 43,052 scholarships to prepare young people for the challenges of the labor market, including 750 scholarships through our Bécalos Tech Challenge initiative for the 2024-2025 school year. These programs offer key training on IT job skills and tools to become agents of change in their communities.
- And in **artificial intelligence:** This year we launched Valorama, a platform that brings artificial intelligence within reach of 5,600 teachers. With this tool, educators can now save time creating lesson plans aligned with the official government curricula.

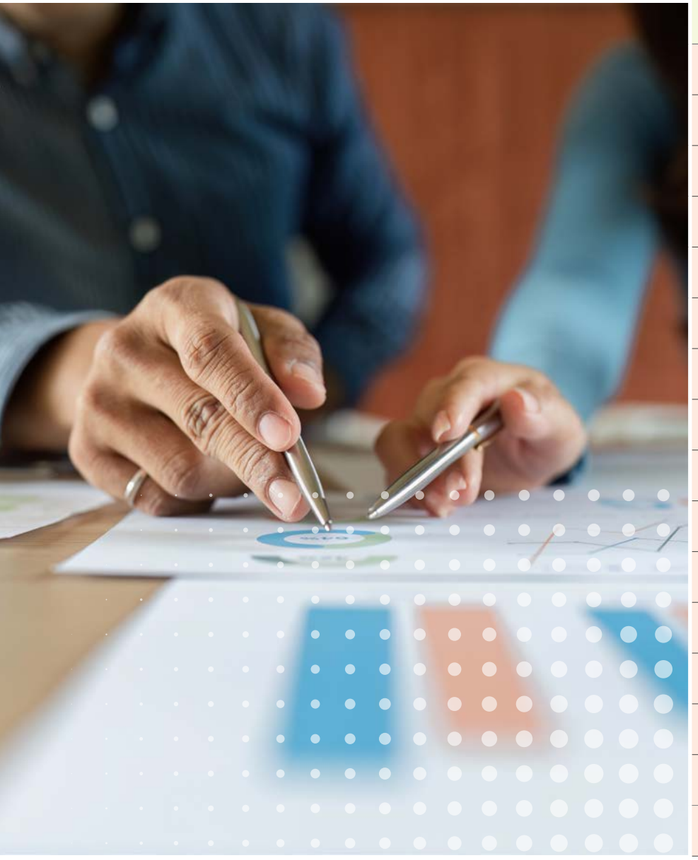
2024 Impact and investment highlights

In 2024, Fundación Televisa increased the impact of its programs and consolidated its communications with Televisa to highlight our shared commitment to driving lasting change, especially for those most in need. As a result, we transformed the lives of **931,325** children, youth, and adults in Mexico and the United States, investing more than MXN327 million.

Through our operations and initiatives, we will continue to provide equitable access to information and communication technologies across all markets. These efforts, delivered both through our services and Fundación Televisa, are aimed at addressing access and adoption of digital technologies. For more information, see the 2024 Fundación Televisa Report.

EXHIBITS

Exhibit A – ESG Data



SECTION	INDICATOR	2024	2023	2022	2021	2020	2019
Environment	Scope 1 + 2 + 3 (tCO_2)	785,230.02	835,195.57	166,799	184,206	206,371	241,906
Environment	Scope 1 (tCO_2)	39,791.05	48,855.13	11,328	28,663	25,859	47,837
Environment	Scope 2 (tCO_2)	210,440	175,629.36	155,129	155,172	179,859	189,726
Environment	Scope 3 (tCO_2)	535,088.97	610,711.08	343	371	654	4,343
Environment	Total electricity consumption (GJ)	1,706,579.67	1,443,637.76	1,283,823	1,320,614	1,310,334	1,403,444
Environment	Total electricity (MWh)	474,049.91	401,010.49	356,618	366,837	363,982	389,845
Environment	Network Traffic	51.31 GJ/PB	-	-	-	-	-
Social	Number of employees	28,038	32,932	36,999	46,786	39,162	42,948
Social	Men	66%	65.60%	67%	-	-	70%
Social	Women	34%	34.40%	33%	-	-	30%
Social	Non-executive employees	27,878	32,742	36,734	46,717	39,088	42,875
Social	Senior and Top management	160	190	265	69	74	73
Social	Men	123	140	203	-	-	-
Social	Women	37	50	62	-	-	-
Social	Total employee turnover rate	48.15%	64.5%	44%	27%	23%	27%
Social	Voluntary employee turnover rate	43%	49.6%	-	-	-	-
Social	Involuntary employee turnover rate	5%	14.9%	-	-	-	-
Social	Voluntary employee turnover	11,809	16,332	16,173	12,564	8,913	10,210
Social	Employees in Mexico	99%	99%	99%	99%	99%	99%
Social	Employees outside Mexico	1%	1%	1%	1%	1%	1%
Social	Permanent employees	25,744	32,864	36,808	46,631	39,076	42,089
Social	Men	17,139	21,564	24,727	-	-	29,631
Social	Women	8,603	11,300	12,081	-	-	12,458

SECTION	INDICATOR	2024	2023	2022	2021	2020	2019
Social	Temporary employees*	2,372	68	191	58	58	859
Social	Men	1,339	41	110	-	-	609
Social	Women	1,033	27	81	-	-	250
Social	Part-time employees	105	16	31	28	28	-
Social	Unionized employees	37%	36.36%	34%	38%	41%	41%
Social	Hours of training	1,297,996	1,139,930	1,478,170	2,583,388	1,392,309.75	-
Social	ESG training in leadership positions	88.7%	60	-	-	-	-
Social	People trained in anti-corruption	30,010	15,327	11,674	15,051	12,239	20,651
Social	Employees hired from outside	14,390	16,762	17,360	17,948	-	-
Social	Employees promoted internally	1,210 (8%)	13.98%	11.01%	-	-	-
Social	Number of incidents (Health & Safety)	941	1,541	2,051	231	212	248
Social	Absence rate	130.61**	206.9	50.99	27.73	18.86	24.15
Social	Number of days lost	33,960	53,794	13,258	7,210	4,903	6,280
Social	Number of occupational fatalities	0	0	0	0	0	0
Digital Inclusion	Number of online interactions	3,135,272	3,314,628	-	-	-	-
Governance	Total complaints received	708	869	-	-	-	-
Governance	Complaints dismissed	269	269 (31%)	37%	22%	42%	40%
Governance	Complaints investigated	466	600 (69%)	63%	78%	58%	60%
Governance	Termination of employment measures taken as a result of well-founded complaints received	47	-	-	-	-	-
Governance	Confirmed cases of corruption	0	-	-	-	-	-
Governance	Disciplinary measures or contract terminations taken in relation to confirmed cases of corruption	0	-	-	-	-	-

** For the total number of temporary employees, we consider those with fixed-term contracts for 2024.*
*** For the indicator of the absenteeism rate, this year we are considering the Total number of days lost for any cause divided by total number of working days per year.*

SECTION	INDICATOR	2024	2023	2022	2021	2020	2019
Governance	Detected cases of discrimination	2	-	-	-	-	-
Governance	Disciplinary measures or terminations of contract taken in relation to confirmed discrimination cases*	1	-	-	-	-	-
Governance	Total number of violations in the fiscal year	110	-	-	-	-	-
Governance	Complaints about corruption or bribery	0	0	-	-	-	-
Governance	Complaints about harassment	62	59	-	-	-	-
Governance	Complaints about customer data leakage	1	0	-	-	-	-
Governance	Complaints about conflicts of iQnterest	8	9	-	-	-	-
Governance	Complaints about money laundering or use of inside information	0	0	-	-	-	-
Governance	Board of Directors Members	20	20	20	20	20	20
Governance	Men	18	18	18	19	19	20
Governance	Women	2	2	2	1	1	0
Supply chain	Purchasing volume (MXNmn)	17,540	28,734	-	-	-	-
Supply chain	Total suppliers**	1,511	2,220	-	-	-	-
Supply chain	Local suppliers	94%	93 %	92%	-	-	-
Supply chain	Total significant tier 1 suppliers	43	467	-	-	-	-
Supply chain	Total spending on significant tier 1 suppliers	49%	96%	-	-	-	-
Supply chain	Total non-significant, non-tier 1 suppliers	1,468	611	-	-	-	-
Supply chain	Total significant suppliers (tier 1 and non-tier 1)	1,511	1,078	-	-	-	-
Supply chain	Total suppliers evaluated in writing	1,238	268	266	-	-	-
Supply chain	Percentage of significant suppliers evaluated	22%	38%	-	-	-	-

**Regarding the identified cases of discrimination, one of them is under investigation.*
***Local are the National suppliers or suppliers in Mexico.*

Note: Blank spaces correspond to data that has not been previously disclosed.

Exhibit B – Training offering

CATEGORY	DESCRIPTION	RECORDS
TECHNICAL	Provides the necessary tools to our employees for enhancing their activities, either through soft skills or for personal and operational development.	255,933
COMMERCIAL/SALES	Provides our staff with information about the different commercial offerings, as well as our products, enabling them to be up to date with the information that the client requires.	166,249
CUSTOMER SERVICE	Courses focused on improving our customer service, including customers with disabilities, handling of annoying customers, all focused on the continuous improvement of our interaction.	59,271
ANTI-CORRUPTION	Training in internal regulations, on how to identify, avoid and act on anti-corruption issues.	30,010
INFORMATION SECURITY	Focused on safeguarding company information and preventing data through employee awareness and protection measures.	30,005
OFFICIAL MEXICAN STANDARDS	Training focused on the different official Mexican standards NOM-035, NOM -037, NOM -009, NOM -017, NOM -036.	14,502
DATA PRIVACY	Training in protection of personal data, both in relation to employees' own information as well as the personal data they safeguard in the course of their activities.	10,638
CODE OF ETHICS	Mandatory regulatory course to familiarize employees with the company's values, guiding their conduct both in the workplace and in daily life.	8,786
ESG	Training on environmental, social and corporate governance issues, to promote a culture of sustainability in the company.	103

Exhibit C Employee benefits

Benefits may vary.

Exhibit D – Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 1: End poverty in all its forms everywhere		1.2	Fundación Televisa, through the Gol por México program: • Provides training courses and economic incentives to women from low-income communities for managing their personal and family finances, supporting the growth of their community. Through the Nuestras Alas program, we provide workshops for women in rural communities focused on comprehensive protection and development Some of the courses offered were on : gender violence, sexual education, family planning, family economy, entrepreneurship and the value of artisanal work.
Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture		2.1	Fundación Televisa, through the Gol por México program: • Offers meals in community kitchens to children of field-working mothers. • Provides complete food kits and guides on how to prepare them, so that children and their families have access to better nutrition, while monitoring the health of malnourished children up to age of 6. In response to the devastation caused by Hurricane Otis in Guerrero, Fundación Televisa's Nuestras Alas program delivered packages of basic food supplies to affected families.
Goal 3: Ensure healthy lives and promote well-being for all at all ages		3.2	Fundación Televisa's Gol por México program: • Offers support to parents for the healthy development of their children from 0 to 6 years old. • Provides complete food kits and guides to prepare them, so that children and their families have access to better nutrition, while monitoring the health of malnourished children up to age of 6.
		3.4	Fundación Televisa's Gol por México program: • Supports low-income children and young people with chemotherapy treatments. • Offers support to low-income children who need electrocardiogram tests. • Benefits imprisoned women with psychological support workshops for their future reincorporation into the labor market. • Offers support to children who require cleft palate surgery. • Supports Mexican women with mammograms and ultrasounds for early detection of breast cancer. • Offers eye exams and glasses for elementary school children, to help reduce school dropout rates and improve school performance. • Provides support for low-income people to receive kidney and corneal transplants. Fundación Televisa's Nuestras Alas program provides workshops for women in rural communities on gender violence, sexual education, family planning, family economy, entrepreneurship and the value of traditional artisanal work.
		3.8	In response to the devastation caused by Hurricane Otis in Guerrero, Fundación Televisa's Nuestras Alas program, provided support to the local clinics and hospitals and donated an ambulance to assist affected families.

SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		4.1	We help ensure equal access to education by creating educational opportunities that improve the technological literacy of young people, avoiding school dropout and empowering them through the development of skills that will allow them to perform in the professional technological world through the programs: • Bécalos, in partnership with other institutions. • Cuantrix • Gol por México • Tecnolochicas • Empieza Temprano Nuestras Alas program provides: • Eye exams and glasses for elementary school children to reduce school dropout rates and improve academic performance. • Courses and workshops for girls and young women in technology, innovation and development, so that they become passionate about STEM careers and continue their studies. FotográficaMx promotes and strengthens community engagement through art, photography and audiovisual culture, while preserving Mexican traditions.
		4.2	Fundación Televisa's Empieza Temprano program promotes early childhood development, through daily activities that not only enhance socioemotional, linguistic, motor and cognitive skills, but also strengthen other aspects of a child's comprehensive development, providing information to parents or caregivers.
		4.3	Fundación Televisa helps create educational opportunities to improve the technological literacy of young people, avoiding school dropout, empowering them through the development of skills that will allow them to perform in the professional technological world through the programs: • Bécalos, in partnership with other institutions. • Cuantrix • Gol por México • Tecnolochicas • POSiBLE
		4.4	Fundación Televisa's POSiBLE Challenge program, strengthens high-impact university entrepreneurship, encouraging students to broaden their vision, generate scalable ventures and bring greater benefits to their regions. The POSiBLE co-op program seeks to strengthen the business skills of low-income people in vulnerable conditions through an acceleration program that promotes their cooperatives and collectives in scalable, high-impact regional enterprises. Through the Bécalos - English Challenge program, young people and teachers are supported with the opportunity to learn English to improve their skills. Through the Bécalos Tech Challenge program, young people are given opportunities to learn and/or develop technology skills.

SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		4.5	We contribute to equal access to education by creating educational opportunities to improve the technological literacy of young people, avoiding school dropout, empowering them through the development of skills that will allow them to perform in the professional technological world through the programs: • Bécalos, in partnership with other institutions. • Cuantrix • Gol por México • Tecnolochicas • Empieza Temprano The Nuestras Alas program carries out the following actions: • Eye exams and glasses for elementary school children to reduce school dropouts and improve academic performance. • Courses and workshops for girls and young women in technology, innovation and development, so that they become passionate about STEM careers and continue their studies. The FotográficaMx program promotes and strengthens community engagement through art, photography and audiovisual culture, while preserving Mexican traditions.
		4.a	Under the Nuestras Alas program, we responded to the damage inflicted by Hurricane Otis in Guerrero by supplying media classrooms and furniture for public schools.
Goal 5: Achieve gender equality and empower all women and girls		5.5	Fundación Televisa contributes through the following programs: • Bécalas: University women were supported through an online workshop focused on leadership, socio-emotional skills and employability. The program also included components such as mentoring, plenary sessions and mobility opportunities. • Gol por México: Workshops and talks to educate and provide tools for women in indigenous communities to combat gender violence. • POSiBLE: Mujer POSiBLE is a space that promotes women-led entrepreneurship with specialized content designed to inspire and empower them with useful tools and, above all, make them part of a community.
		5.6	Fundación Televisa's Gol por México program assists Mexican women with mammograms and ultrasound studies focused on early detection of breast cancer. Through the Nuestras Alas program, we provide workshops for women in rural communities on sex education and family planning.
		5.a	Fundación Televisa's Gol por México program, offers courses accompanied by economic incentives (scholarships) so that women in low-income communities can manage their personal and family finances, thus promoting the growth of their communities.
		5.b	To support the empowerment of women, we launched the Tecnolochicas program, leveraging information and communication technologies. The goal is to inspire and train girls between 12 and 18 in the basics of programming and computer science, helping them expand their professional aspirations, strengthen their confidence and acquire key skills for their future employability. The Mujer POSiBLE program promotes women-led entrepreneurship with specialized content designed to inspire and empower them, offering them useful tools and, above all, make them part of a supportive community. The Nuestras Alas program gives courses and workshops for girls and young women in technology, innovation and development, so that they become passionate about STEM careers and continue their studies.

SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 6: Ensure access to water and sanitation for all		6.3	To contribute to clean water access and promote responsible water use, our corporate offices in Santa Fe, as well as our call center in Cuernavaca have water treatment plants to reuse water for cleaning and for irrigating green areas.
Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all		8.3	To promote decent and safe work, we are developing an Equal Opportunity Policy that prohibits discrimination and requires us to offer the same opportunities to all employees, regardless of their gender, marital status, religion, race, social and economic class, nationality, political preference, disability, personal convictions, and ethnicity.
		8.5 8.6	To promote full and productive employment for youth, through Fundación Televisa we have programs like Bécalos, Gol por México, POSiBLE, Cuantrix and Nuestras Alas, that help them develop their skills and abilities and empower them with tools to perform better in the workplace, promote entrepreneurship, and foster collaboration through sense of belonging.
		8.7	To protect labor rights, eradicate forced labor, modern slavery, human trafficking and child labor, we align ourselves with our Code of Ethics. We are committed to building a more ethical and sustainable supply chain. Our initiatives are focused on evaluating our suppliers to ensure we do not engage with those involved in any form of forced labor / modern slavery, human trafficking, child labor or any other human rights violations. We have a Supplier Code of Conduct, which was published on our platforms in January 2024. Additionally, we strengthen our supplier risk management through our due diligence process with know-your customer (KYC) (or supplier) questionnaires that must be filled out before signing a contract with the company. We also have a Protocol for Preventing, Addressing and Eradicating Workplace Violence, which covers workplace and sexual harassment in the workplace.
		8.8	To protect labor rights, eradicate forced labor/modern slavery, human trafficking and child labor, we intend to achieve a supply chain with higher, sustainable and ethical standards. Our initiatives are focused on evaluating our suppliers ensure we do not engage with those involved in any form of forced labor / modern slavery, human trafficking, child labor or any other human rights violations.
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		9.1	Our Cable strategy aims to increase our subscriber base, average monthly revenue per subscriber and penetration rate by: • Continuing to upgrade our existing cable network to a two-way broadband or fiber optic network. • Providing digital services to stimulate new subscriptions and substantially reduce piracy, as well as offering other value-added services. • Increase penetration of our high-speed Internet access and other multimedia services, as well as provide a platform to offer Internet protocol, or IP, and telephony services. We believe that Ku-band DTH satellite services offer an enhanced opportunity to expand pay-TV services to homes seeking enhanced signal reception and transmission in areas not currently served by cable operators or multichannel, multipoint distribution services.
		9.4	We believe that Ku-band DTH satellite services offer an enhanced opportunity to expand pay-TV services to homes seeking enhanced signal reception and transmission in areas not currently served by cable operators or multichannel, multipoint distribution services.
		9.c	Our Cable strategy aims to increase our subscriber base, average monthly revenue per subscriber and penetration rate by: • Continuing to upgrade our existing cable network to a two-way broadband or fiber optic network. • Providing digital services to stimulate new subscriptions and substantially reduce piracy, as well as offering new value-added services. • Increase penetration of our high-speed Internet access and other multimedia services, as well as provide a platform to offer Internet protocol, or IP, and telephony services. We believe that Ku-band DTH satellite services offer an enhanced opportunity to expand pay-TV services to homes seeking enhanced signal reception and transmission in areas not currently served by cable operators or multichannel, multipoint distribution services.

SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 10: Reduce inequality within and among countries		10.2 10.3	Fundación Televisa offers the following programs: • Gol por México: Workshops and talks provide tools to women in indigenous communities to combat gender violence. • Tecnolochicas: Program focused on inspiring interest in technology, science and education through a gender perspective and a focus on the technological future, enabling girls to interact with real-life role models. • Bécalas: Supports university women through a workshop that includes key components such as mentoring, plenaries and mobility. • Nuestras Alas - Águilas Especiales: Through this program, soccer teams are created for the visually impaired, young people with Down syndrome, and amputees, to promote incorporation, tolerance, and respect.
		10.4	We are developing an Equal Opportunity Policy that prohibits discrimination and requires us to offer the same opportunities to all employees, regardless of their gender, marital status, religion, race, social and economic class, nationality, political preference, disability, personal convictions, and ethnicity.
Goal 11: Make cities inclusive, safe, resilient and sustainable		11.4	• In collaboration with its allies and Fundación Televisa, the company offers a range of activities to promote culture and environmental stewardship. • The FotográficaMx program promotes and strengthens community engagement through art, photography and audiovisual culture, while preserving Mexican traditions. Through the Gol por México program we carry out reforestation programs in specific areas of the Bosque de Chapultepec and forested regions in southern Mexico, generating temporary jobs for the surrounding communities.
		11.6	We support environmental care through waste selection and management: • Organic and inorganic waste are separated for delivery to garbage collectors. • Materials such as PET, paper, iron, aluminum, batteries 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 handle, protect, and confine them. • At our corporate offices in Santa Fe, as well as at our call center in Cuernavaca, we have water treatment plants to reuse water for cleaning and for irrigating green areas.
Goal 12: Ensure sustainable consumption and production patterns		12.2	Televisa's operations are aligned with international environmental standards and industry best practices. We have implemented an Environmental Management System (EMS) for the sustainable management and efficient use of natural resources.
		12.4 12.5	We help care for the environment through waste selection and management: • Organic and inorganic waste are separated for delivery to garbage collectors. • Materials such as PET, paper, iron, aluminum, batteries 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 handle, protect, and confine them. • At our corporate offices in Santa Fe, as well as at our call center in Cuernavaca, we have water treatment plants to reuse water for cleaning and irrigating green areas. • To maintain a circular economy, we encourage suppliers and consumers to keep electronic devices in circulation longer, which means repairing them to extend their life cycle rather than discarding them. At Fundación Televisa, the Nuestras Alas – Tenis con Alas program helps reduce the environmental impact of the textile industry through solar-powered smart recycling containers to collect textiles and tennis shoes for recycling and reuse.
		12.6	Televisa has published its Sustainability Report each year since 2014, providing information on the company's sustainable practices.

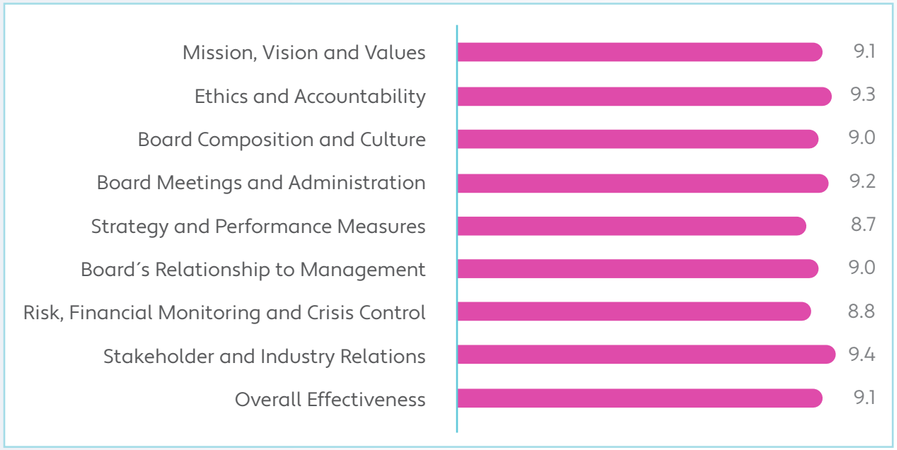
SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 13 Take urgent action to combat climate change and its impacts		13.1	Our climate change strategy is aimed at improving our network resilience by investing in climate-resilient connections.
		13.3	Through the involvement and cooperation of its allies, the company works in various ways to promote culture and environmental care: • With the GoI por México program we analyzed wooded areas that required reforestation and care, and held reforestation activities in specific areas of Bosque de Chapultepec and forested regions of southern Mexico, creating temporary jobs for neighboring communities.
Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss		15.1 15.2 15.3	Through the involvement and cooperation of its allies, the company works in various ways to promote culture and environmental care: • With the GoI por México program we analyzed wooded areas that required reforestation and care, and held reforestation activities in specific areas of Bosque de Chapultepec and forested regions of southern Mexico, creating temporary jobs for neighboring communities.
		15.4	Our operations have a low impact on biodiversity, as most of our facilities are located in urban areas. Broadcasting and retransmission equipment is located in five protected natural areas.
		15.5	Through the Nuestras Alas program and the Águilas Ecológicas subprogram, we seek to preserve the golden eagle's habitat and invest in the care of the species.
Goal 16: Promote just, peaceful and inclusive societies		16.5	To prevent all forms of corruption and bribery, Televisa complies fully with all ethical principles and the law. We also adhere to best practices for the benefit of our stakeholders by developing an internal compliance system that includes: • Code of Ethics • Corporate standards • Compliance and integrity training • Internal audit and control systems • Whistleblower system Our Code of Ethics describes the organization's values, principles, standards, and rules of conduct. It also incorporates fundamental principles of ethical conduct that must be followed by everyone who is part of Televisa, addressing vital issues such as anti-corruption, prevention of conflicts 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 policies covering: • Anti-corruption • Gifts from customers, suppliers or potential partners. • Management of the institutional whistleblower system (Whistleblower Policy) • Declaration of related parties • Authorization of related-party transactions Fundación Televisa's online program Valores has activities for teachers, children, young people and parents to achieve a life inspired by well-being, social-emotional skills and values. We do this through a website, a TV campaign and content in different formats that is shared on social media.
		16.b	To enforce our policy of non-discrimination, we highlight the principle of equal opportunities through our Equal Opportunity Policy.

SUSTAINABLE DEVELOPMENT GOAL		TARGET	INITIATIVES
Goal 17: Revitalize the global partnership for sustainable development		17.8	We support the social and economic development of Mexico's various 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	With the participation of Fundación Televisa and the support of allies, the company leverages a shared pool of experience and strategies to mobilize resources through these alliances. • Through the Gol por México program, we create opportunities for skill and competency development in future-oriented fields such as information technology, aeronautics, automotive, and logistics, among others. We strengthen the connection between high school and higher education scholarship recipients and the business sector, helping to close the talent gap in Mexico. • This year we launched Valorama, an AI platform to support activities based on the new curriculum developed by the Ministry of Education, where educators can share resources and experiences to enrich their teaching practice.

Exhibit E
Board evaluation

In March 2025, directors of the Board (the "Board") of Televisa, were invited to complete a self-evaluation assisted by Nasdaq, with 100% of Board Members providing responses. The objective of the evaluation was to provide a concise picture of how the directors view the Board's effectiveness, to highlight areas of strength and areas for improvement, to promote positive Board dynamics, and to provide information to help improve the Board's overall performance.

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



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

Mission, Vision, and Values. Considers if (1) directors understand the Company's history, mission, and business plans; (2) the Board's decisions are in alignment with the Company's mission, vision, and values; and (3) the Board has the appropriate committee structure and membership that enable it to perform its responsibilities efficiently and effectively.

Ethics and Accountability. It refers to whether the Board (1) promotes an atmosphere of ethical behavior, accountability, and risk awareness; (2) avoids conflicts of interest and adheres to disclosure requirements; and (3) ensures the Company properly complies with the regulatory and legal mandates of the Mexican Securities and Banking Commission, Mexican Stock Exchange, SEC and NYSE, and all applicable laws and regulations.

Board Composition and Culture. Determines if the Board (1) is sufficiently independent to meet the needs of the Company and its stakeholders and provide competent oversight; and (2) has a culture and climate that promote constructive dissent, active listening, and effective communication and decision making. Assesses whether directors (1) actively participate in discussions and freely express their thoughts and ideas throughout the decision-making process; and (2) maintain strong working relationships with one another. Deliberates if the Board's Executive Chairman is an effective leader.

Board Meetings and Administration. It refers to whether (1) the frequency of Board meetings is sufficient to allow it to fully address major Company issues; (2) the Board receives timely and accurate meeting notices, agendas, minutes, and materials; (3) materials provided prior to Board meetings allow directors to make well-informed decisions; (4) meetings are conducted in a manner that ensures appropriate allocation of time to agenda items and timely resolution of issues; (5) Board meetings appropriately balance time between presentations and discussions; (6) Board and management discussions are focused on key issues facing the Company; (7) orientation for new directors is effective; and (8) the Board has access to additional resources, including independent consultants, and receives additional information it deems necessary.

Strategy and Performance Measures. Considers if the Board (1) periodically reviews the strategic plan considering new and emerging developments; (2) receives adequate progress reports from management regarding the implementation of Board decisions and key performance measures; (3) receives sufficient information regarding environmental, social, and governance ("ESG") matters concerning the Company; and (4) exercises sufficient oversight of management concerning ESG matters.

Board's Relationship to Management. Assesses whether the Board (1) has a positive, interactive working relationship with the Company's management; (2) offers creative and innovative solutions to problems presented by the Company's management; (3) sufficiently and appropriately challenges and supports the Company's management; and (4) has adequate access to management at different levels.

Risk, Financial Monitoring, and Crisis Control. Determines if the Board (1) adequately understands and reviews the Company's strategic risks, operational risks, financial risks, regulatory and compliance risks, reputational risks, cybersecurity and artificial intelligence risks and climate change risks; (2) reviews annual capital and operating budgets and monitors them regularly throughout the year; and (3) has exhibited the ability to respond sufficiently to a crisis.

Stakeholder and Industry Relations. It refers to whether the Board (1) gives adequate consideration to stockholder interests in making decisions; (2) effectively balances the interests of all stakeholders and the long-term viability of the Company; (3) stays informed on local, national, and international developments and/or trends that could substantially affect the Company and the industries in which it operates; (4) thoroughly reviews significant regulatory actions, findings, and recommendations; and (5) adequately monitors Company performance with industry and other relevant comparative data.

Overall Effectiveness. Deliberates if the Board is highly effective in fulfilling its responsibilities.

DIRECTOR SKILLS MATRICES

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.

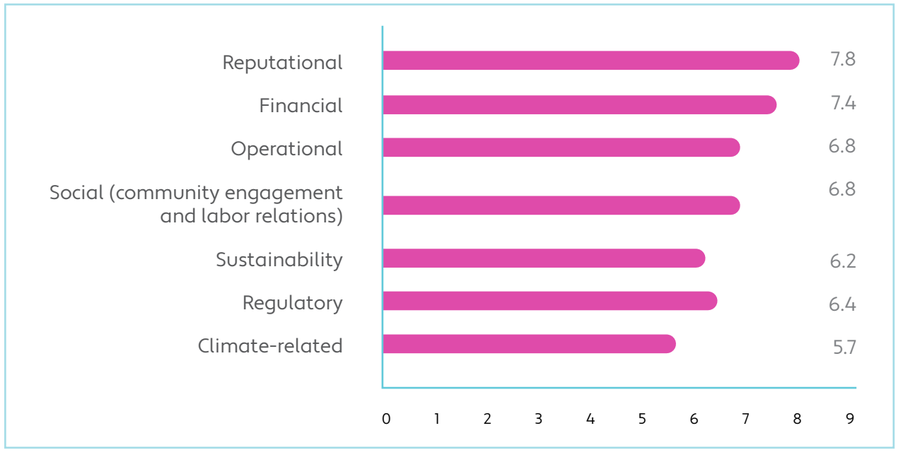
The following graphs show the aggregated average ratings for the self-evaluation of the Board's skills.

Skill Areas: Industry Specific

Skill Areas: General Attributes

Our board members have skills on General Attributes such as Risk Management, Information Technology and Data Security, ESG, Technology and Innovation, Taxes among others.

Skill Areas: Risk Management Categories



BOARD TRAINING

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 2024, 90% of the directors have been engaged in at least one of the following learning formats: (1) training by an outside expert; (2) guidance from internal staff; (3) articles from industry-appropriate journals; (4) online learning modules; (5) workshops or courses; and (6) conferences or summits.

BOARD ATTENDANCE

The Board of Directors had an average meeting attendance of 91.67% for all meetings held during 2024. During 2024, the Audit and the Corporate Practices Committees each had a meeting attendance of 100%.

Exhibit F – Environmental management

WASTE MANAGEMENT

Category	2024 weight (metric tons)	2023 weight metric tons)
Total waste generated	1,825.06	2,765.05
Non-hazardous waste	1,824.04	2,764.04
Hazardous waste	1.03	1.01

TOTAL RECYCLED WASTE

	2024	2023	2022
Total recycled and reused waste (metric tons)	866.43	1,855.13	N/A
Total refurbished devices	2,609,935	2,997,714	3,632,175
Percentage of refurbished devices*	17%	Not determined	Not determined
Waste directed to landfill (metric tons)	957.58	908.91	N/A

**The percentage of equipment was calculated based on the total number of active units among the refurbished equipment.*

E-WASTE (SPECIAL HANDLING)

Category	Weight 2024 (metric tons)	Weight 2023 (metric tons)
E-waste recycled	277.13	Not determined
E-waste reused	525.60	1,375.33
Disposal of e-waste	829.30	83.24
Percentage of e-waste recycled/reused	44%	Not determined

TELEVISA EMISSIONS PROFILE

Scope	2024	2023 (Recalculated)	2022
Scope 1	39,791.05	48,855.13	11,328.08
Scope 2	210,440	175,629.36	155,128.67
Scope 3	535,088.97	610,711.08	342.96
Total	785,320.02	835,195.57	166,799.71

WATER MANAGEMENT

PARAMETERS ANALYZED TO VERIFY THE QUALITY OF OUR DISCHARGES

NOM-002-ECOL-1996	NOM-003-ECOL-1997	NOM-004-SEMARNAT-2022
Oils and fats	Floating material	Contaminants (total measured)
Sedimentable solids (milliliters per liter)	Helminth eggs	Total arsenic
Total arsenic	Total DBO	Total cadmium
Total cadmium	Total suspended solids	Total chromium
Total cyanide	Fats and oils	Total copper
Total copper	Fecal coliforms (NMP)	Total lead
Hexavalent chromium	Total cyanides	Total mercury
Total mercury	Arsenic	Total nickel
Total nickel	Cadmium	Total zinc
Total lead	Copper	
Total zinc	Chromium	
	Mercury	
	Nickel	
	Lead	
	Zinc	

KEY FIGURES

	2024	2023	2022
Total water consumption (m^3)	132,310.06	53,366.98	309,671.88
Water intensity (m^3/employee)	4.72	1.90	-
Total volume of water withdrawn	122,568.06	25,444.98	Not determined
Percentage treated water	Not determined	Not determined	7.29%
Total water discharged by destination: municipal sewers (m^3)	122,568.06	25,444.98	48,634

APENDIX

SCOPE 3

Definitions:

1. **Category 1. Purchased goods and services:** Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 – 8.
2. **Category 2. Capital goods:** Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.
3. **Category 3. Fuel- and energy related activities (not included in scope 1 or scope 2):** Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in scope 1 or scope 2, including:
   a. Upstream emissions of purchased fuels (extraction, production, and transportation of fuels consumed by the reporting company)
   b. Upstream emissions of purchased electricity (extraction, production, and transportation of fuels consumed in the generation of electricity, steam, heating, and cooling consumed by the reporting company)
   c. Transmission and distribution (T&D) losses (generation of electricity, steam, heating and cooling that is consumed (i.e., lost) in a T&D system) – reported by end user
   d. Generation of purchased electricity that is sold to end users (generation of electricity, steam, heating, and cooling that is purchased by the reporting company and sold to end users) – reported by utility company or energy retailer only.
4. **Category 4. Upstream transportation and distribution:**
   - Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles and facilities not owned or controlled by the reporting company).
   - Transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by the reporting company).
5. **Category 5. Waste generated in operations:** Disposal and treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company).
6. **Category 6. Business travel:** Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company).
7. **Category 7. Employee commuting:** Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).
8. **Category 8. Upstream leased assets:** Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.
9. **Category 9. Downstream transportation and distribution:** Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).
10. **Category 10. Processing of sold products:** Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers).
11. **Category 11. Use of sold products:** End use of goods and services sold by the reporting company in the reporting year.
12. **Category 12. End-of-life treatment of sold products:** Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.
13. **Category 13. Downstream leased assets:** Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor.
14. **Category 14. Franchises:** Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor.
15. **Category 15. Investments:** Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2.

METHODOLOGY SUMMARY

- Average-data method: Estimates emissions for goods and services by collecting data on the mass (e.g., kilograms or pounds), or other relevant units of goods or services purchased and multiplying by the relevant secondary (e.g., industry average) emission factors (e.g., average emissions per unit of good or service).
- Spend-based method: Estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying it by relevant secondary (e.g., industry average) emission factors (e.g., average emissions per monetary value of goods).
- Distance-based method: The distance-based method involves multiplying activity data (i.e., vehicle-kilometers or person-kilometers travelled by vehicle type) by emission factors (typically default national emission factors by vehicle type). Vehicle types include all categories of aircraft, rail, subway, bus, automobile, etc.
- Waste-type-specific method: Emissions from waste depend on the type of waste being disposed of, and the waste diversion method. Therefore, companies should try to differentiate waste based on its type (e.g., cardboard, food-waste, wastewater) and the waste treatment method (e.g., incinerated, landfilled, recycled, wastewater).
- Asset-specific method, involves collecting asset-specific (e.g., site-specific) fuel and energy use data and process and fugitive emissions data or scope 1 and scope 2 emissions data from individual leased assets.
- Investment-specific method, which involves collecting scope 1 and scope 2 emissions from the investee company and allocating the emissions based upon the share of investment

Exhibit G - Global reporting initiative (GRI)

Statement of use: Grupo Televisa, SAB has reported the information cited in this GRI context index for the period January 1 to December 31, 2024 with reference to the GRI Standards.

GRI 1: FOUNDATION 2021

GRI STANDARD	DISCLOSURE		LOCATION
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	**a.** report its legal name; **b.** report its nature of ownership and legal form; **c.** report the location of its headquarters; **d.** report its countries of operation.	4
	2-2 Entities included in the organization's sustainability reporting	**a.** list all its entities included in its sustainability reporting; **b.** if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; **c.** if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics	4
	2-3 Reporting period, frequency and contact point	**a.** specify the reporting period for, and the frequency of, its sustainability reporting; **b.** specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; **c.** report the publication date of the report or reported information; **d.** specify the contact point for questions about the report or reported information.	27, 110 and 119
	2-4 Restatements of information	**a.** report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	27
	2-5 External assurance	**a.** describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; **b.** if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.	120 and 121
	2-6 Activities, value chain and other business relationships	**a.** report the sector(s) in which it is active; **b.** describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; **d.** describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	4, 15, 48 and 95

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	2-7 Employees	**a.** report the total number of employees, and a breakdown of this total by gender and by region; **b.** report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; **c.** describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; **d.** report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; **e.** describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	66 and 94
	2-9 Governance structure and composition	**a.** describe its governance structure, including committees of the highest governance body; **b.** list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people; **c.** describe the composition of the highest governance body and its committees by: ii. independence; v. gender; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	30, 31 and 32
	2-10 Nomination and selection of the highest governance body	**a.** describe the nomination and selection processes for the highest governance body and its committees; **b.** describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	30 and 31
	2-11 Chair of the highest governance body	**a.** report whether the chair of the highest governance body is also a senior executive in the organization; **b.** if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	31
	2-12 Role of the highest governance body in overseeing the management of impacts	**a.** describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; **b.** describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes; **c.** describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	1 and 25

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	**a.** report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; **b.** if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	25
	2-15 Conflicts of interest	**a.** describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	30
	2-17 Collective knowledge of the highest governance body	**a.**report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	31 and 106
	2-18 Evaluation of the performance of the highest governance body	**a.** describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; **b.** report whether the evaluations are independent or not, and the frequency of the evaluations; **c.** describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	31 and 106
	2-19 Remuneration policies	**a.** describe the remuneration policies for members of the highest governance body and senior executives	32
	2-20 Process to determine remuneration	**a.** describe the process for designing its remuneration policies and for determining remuneration	32
	2-22 Statement on sustainable development strategy	**a.** report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	22, 23 and 24
	2-23 Policy commitments	**a.** describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; **b.** describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; **c.** provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; **d.** report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; **e.** report the extent to which the policy commitments apply to the organization's activities and to its business relationships; **f.** describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	27
	2-24 Embedding policy commitments	**a.** describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	45
	2-25 Processes to remediate negative impacts	**a.** describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; **b.** describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; **c.** describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to.	46

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	**a.** describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct	46
	2-28 Membership associations	**a.** report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	27
	2-29 Approach to stakeholder engagement	**a.** describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders.	74 and 75
	2-30 Collective bargaining agreements	**a.** report the percentage of total employees covered by collective bargaining agreements; **b.** for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	72
GRI 3: Material Topics 2021	3-1 Process to determine material topics	**a.** describe the process it has followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance; **b.** specify the stakeholders and experts whose views have informed the process of determining its material topics.	16, 17, 18, 19, 20 and 21
	3-2 List of material topics	**a.** list its material topics; **b.** report changes to the list of material topics compared to the previous reporting period.	18, 19, 20 and 21
	3-3 Management of material topics	**a.** describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; **b.** report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; **c.** describe its policies or commitments regarding the material topic; **d.** describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii.actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; **e.** report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; **f.** describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e) *Note: The summary of the information is found in the materiality analysis section, however, it is detailed throughout this report.*	16, 17, 18, 19, 20 and 21
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	**a.** Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iv. the methods used to manage the risk or opportunity.	61,62 and 63
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	**a.** Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). **b.** The organization's geographical definition of 'local'.	48

GRI STANDARD	DISCLOSURE		LOCATION
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	**a.** Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region. **b.** Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. **c.** Total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. **d.** Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. **e.** Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	45, 69, 95 and 97
	205-3 Confirmed incidents of corruption and actions taken	**a.** Total number and nature of confirmed incidents of corruption.	45, 46 and 95
GRI 207: Tax 2019	207-1 Approach to tax	**a.** A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance.	47
	301-2 Recycled input materials used	**a.** Percentage of recycled input materials used to manufacture the organization's primary products and services	108
	301-3 Reclaimed products and their packaging materials	**a.** Percentage of reclaimed products and their packaging materials for each product category.	108
GRI 302: Energy 2016	302-1 Energy consumption within the organization	**a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. **c.** In joules, watt-hours or multiples, the total: i. electricity consumption iii. cooling consumption **e.** Total energy consumption within the organization, in joules or multiples. **f.** Standards, methodologies, assumptions, and/or calculation tools used. **g.** Source of the conversion factors used.	53, 54 and 94
	302-3 Energy intensity	**a.** Energy intensity ratio for the organization. **b.** Organization-specific metric (the denominator) chosen to calculate the ratio. **c.** Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. **d.** Whether the ratio uses energy consumption within the organization, outside of it, or both.	53
	302-4. Reduction of energy consumption	**a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. **b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. **c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. **d.** Standards, methodologies, assumptions, and/or calculation tools used.	5, 14 and 54
GRI 303: Water and Effluents 2018	303-4. Water discharge	**a.** Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. **e.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	60 and 108

GRI STANDARD	DISCLOSURE		LOCATION
GRI 303: Water and Effluents 2018	303-5 Water consumption	**a.** Total water consumption from all areas in megaliters. **d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factor	108
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	**a.** For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	60
	304-2 Significant impacts of activities, products and services on biodiversity	**a.** Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following	60
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	**a.** Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent. **b.** Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all. **d.** Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. **e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. **f.** Consolidation approach for emissions; whether equity share, financial control, or operational control. **g.** Standards, methodologies, assumptions, and/or calculation tools used	57, 58, 94 and 108
	305-2 Energy indirect (Scope 2) GHG emissions	**a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent. **c.** If available, the gases included in the calculation; whether CO_2 , CH_4 , N_2O, HFCs, PFCs, SF_6, NF_3, or all. **d.** Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. **e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. **f.** Consolidation approach for emissions; whether equity share, financial control, or operational control. **g.** Standards, methodologies, assumptions, and/or calculation tools used	57, 58, 94 and 108

GRI STANDARD	DISCLOSURE		LOCATION
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	**a.** Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent. **b.** If available, the gases included in the calculation; whether CO_2, CH_4 , N_2O, HFCs, PFCs, SF_6, NF_3, or all **e.** Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. **e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. **g.** Standards, methodologies, assumptions, and/or calculation tools used.	57, 58, 94 and 108
	305-5 Reduction of GHG emissions	**a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO_2 equivalent. **b.** Gases included in the calculation; whether CO_2 , CH_4 , N_2O, HFCs, PFCs, SF_6 , NF_3 , or all. **c.** Base year or baseline, including the rationale for choosing it. **d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). **e.** Standards, methodologies, assumptions, and/or calculation tools used.	5 and 24
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	**a.** For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	55, 56 and 108
	306-2 Management of significant waste-related impacts	**a.** Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. **b.** If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. **c.** The processes used to collect and monitor waste-related data.	55, 56 and 108
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	**a.** Total number and rate of new employee hires during the reporting period, by age group, gender and region. **b.** Total number and rate of employee turnover during the reporting period, by age group, gender and region.	67
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	**a.** Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; vii. others.	98
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	**a.** A statement of whether an occupational health and safety management system has been implemented.	71
	403-5 Worker training on occupational health and safety	**a.** A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	71
	403-6. Promotion of worker health	**a.** An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. **b.** A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	69

GRI STANDARD	DISCLOSURE		LOCATION
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	**a.** For all employees: i. The number and rate of fatalities as a result of work-related injury; ii.The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. **e.** Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. **f.** Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. **g.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	71
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	**a.** Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	68
	404-2 Programs for upgrading employee skills and transition assistance programs	**a.** Type and scope of programs implemented and assistance provided to upgrade employee skills.	97
	404-3 Percentage of employees receiving regular performance and career development reviews	**a.** Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	68
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	**a.** Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). **b.** Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	30, 31, 66, 70 and 94
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	**a.** Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i.social impact assessments, including gender impact assessments, based on participatory processes; iii. public disclosure of results of environmental and social impact assessments.	76 and 77
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	**a.** Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. **b.** Total number of identified leaks, thefts, or losses of customer data. **c.** If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	41

Exhibit H – Sustainability Accounting Standards Board (SASB)

TELECOMMUNICATIONS SERVICES		
SASB CODE	REQUESTED METRIC	LOCATION
SASB TC-TL-130a.1	(1) Total energy consumed (2) Percentage grid electricity	53, 54 and 94
SASB TC-TL-220a.1	Description of policies and practices relating to targeted advertising and customer privacy	42
SASB TC-TL-230a.1	(1) Number of data breaches (2) Percentage involving customers personally identifiable information (PII) (3) Number of customers affected	41
SASB TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	40 and 41
SASB TC-TL-440a.1	Materials recovered through take-back programs, percentage of recovered materials that were (1) Reused, (2) Recycled, and (3) Landfilled	108
SASB-TC-TL- 000.D	Network Traffic	94

MEDIA AND ENTERTAINMENT SERVICES		
SASB CODE	REQUESTED METRIC	LOCATION
SV-ME-260a.1	Percentage of representation by (1) gender and (2) diversity group for (a) executive management (b) non-executive management (c) professionals, and (d) all other employees	30, 31, 66, 70 and 94
SV-ME-000.A	(1) Total recipients of media and the number of (2) households reached by broadcast TV (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	4

Exhibit I

Televisa 2024 Sustainability Report

TELEVISA 2024 SUSTAINABILITY REPORT

The information contained in this report has been prepared by Televisa, (the "Company"). It does not contain and does not purport to contain all the information necessary to make any investment decision relating to the Company and/or any securities issued by the Company. The information in this report includes subjective estimates, analyses and value judgments. No representation is made as to the accuracy, adequacy or truth of the information and opinions contained herein; or as to the estimates or projections; or that all assumptions regarding estimates or projections have been considered or stated; or that such projections will materialize. The sustainability data outlined in this report is not 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 solicitation of an offer to buy or acquire securities in any jurisdiction. In addition, this report does not constitute an invitation to engage in investment activity or a basis for entering into any contract or commitment whatsoever.

This report contains statements that constitute forward-looking statements (including statements relating to the company's sustainability efforts and the development of the company's business and general conditions) that are not based on historical facts but reflect current views about the company and its management concerning 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.

By their nature, forward-looking statements involve both general and specific risks, so that uncertainties and forecasts, predictions, projections and other forward-looking statements may not be realized. Investors should be aware that there are a number of factors that could cause actual results to differ materially from the plans, objectives, expectations, estimates and intentions expressed or implied by the forward-looking statements. If one or more of the risks or uncertain factors described above materializes, or if the assumptions underlying the forward-looking statements are incorrect, actual results could differ materially and adversely from expected, estimated, forecasted or desired results.

Any person receiving this report should not construe the contents as legal, tax or investment advice, but such persons should consult their own advisors for such purposes, recognizing that the information contained herein is for informational purposes only. Forward-looking statements speak only as of the date of this report, and we undertake no obligation to update them in the event that we acquire new information, or events or facts occur.

In addition, from time to time, additional factors may arise that affect our business and it is impossible to predict all of these factors, to assess their potential effects on our operations or to determine the extent to which any one factor or series of factors could cause results to differ materially and adversely from those expressed in the forward-looking statements. We can give no assurance that we will achieve the plans, intentions or expectations stated or implied in the forward-looking statements contained in this report. In addition, investors in securities issued by the Company should not construe statements about past trends or the activities as a guarantee that such trends or activities will continue in the future. All forward-looking statements, whether in written or electronic form, made by us or by our representatives, are expressly subject to the qualifications above.

The incorporation of information in this report should not be construed as a characterization with respect to the materiality of such information for purposes of the securities laws or with respect to the financial impact of such information.

All relevant information relating to the company, particularly with respect to risk factors, is contained in the annual report for the year ended December 31, 2024, which is available on the website of the Bolsa Mexicana de Valores, S.A.B. de C.V. ("BMV") at www.bmv.com.mx, and in the company's Annual Report on Form 20-F for the fiscal year ended December 31, 2024, filed with the U.S. Securities and Exchange Commission (the "SEC") on April 30, 2025, and in other regular reports filed by the Company with the Mexican Securities and Exchange Commission, the BMV and the SEC. The 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.

Contact point for questions Regarding this report

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Exhibit J - KPMG 2024 Limited Assurance letter

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Independent Practitioners' Limited Assurance Report

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

Report on Key Sustainability Performance Indicators of Grupo Televisa, S.A.B. (hereinafter "Televisa") that are included in the Sustainability Report 2024.

Conclusion

We have performed a limited assurance engagement on whether the Key Sustainability Performance Indicators of Televisa, detailed in the Annex A attached to this assurance report for the period from January 1st to December 31st, 2024 have been prepared in accordance with the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) (the "Criteria").

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Key Sustainability Performance Indicators of Televisa detailed in the Annex A attached to this assurance report for the period from January 1st to December 31st, 2024, are not prepared, in all material respects, in accordance with Criteria.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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

Restriction on use

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 of Televisa for any purpose or in any other context. Any party other than the Board of Directors and the Corporate Risk Management of Televisa who obtain access to our report or a copy thereof and choose 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 Televisa for our work, for this independent limited assurance report, or for the conclusions we have reached.

Responsibilities for the Key Sustainability Performance Indicators

The Corporate Risk Management of Televisa is responsible for:

- Designing, implementing and maintaining internal control relevant to the preparation of the Key Sustainability Performance Indicators such that they are free from material misstatement, whether due to fraud or error.
- Selecting or developing suitable criteria for preparing the Key Sustainability Performance Indicators and appropriately referring to or describing the criteria used; and
- Preparing and properly calculating the Key Sustainability Performance Indicators in accordance with the Criteria.
- Making judgments and estimates that are reasonable in the circumstances.
- Ensure that the people involved in the preparation and submission of the report are appropriately trained and their information systems are properly updated; and
- Guarantee the veracity of the information made available to us and related to the parameters included in the conclusion of this report.

Likewise, Televisa´s Management is responsible for preventing and detecting fraud.

Our responsibilities

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Key Sustainability Performance Indicators are free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the Board of Directors of Televisa.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about the Key Sustainability Performance Indicators that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Key Sustainability Performance Indicators and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- Inquiries to management to understand the methodologies and data used in the preparation of the Key Sustainability Performance Indicators.
- Inspection of a selection of supporting documentation.
- Analytical procedures.
- Recalculations of Key Sustainability Performance Indicators based on the applicable Criteria.
- Evaluation of the overall presentation of the Key Sustainability Performance Indicators to determine whether it is consistent with the applicable Criteria and whether it is consistent with our overall knowledge and experience with the Company.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

KPMG CÁRDENAS DOSAL, S.C.

Carlos Fernández (5 ago.. 2025 16:40:19 MDT)

Carlos Fernández Galguera
Partner
Mexico City August 05th, 2025

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Annex A

The Key Sustainability Performance Indicators subject of our limited assurance engagement are as follows:

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
3-2 (2021)	List of material topics
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

SASB Standards	Topic
TC-TL-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable
TC-TL-220a.1	Description of policies and practices relating to targeted advertising and customer privacy
TC-TL-230a.1	1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards
TC-TL-440a.1	(1) Materials recovered through take-back programmes, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled