



Synthesis of the Equal Opportunities Policy

The Equal Opportunities Policy was created with the objective of regulating the actions that help improve the conditions of equal opportunities for employees and service providers of Grupo Televisa. Equality of opportunity is the practice promoted by the Company to prohibit discrimination and to provide the same opportunities to any employee or service provider, regardless of gender, marital status, religion, race, social and economic class, nationality, political preference, disability, personal convictions, and ethnicity, among other factors.

The use of corporal punishment, mental or physical coercion, and verbal abuse by bosses towards their subordinates, between employees of different areas and at any level is strictly prohibited.

Any discriminatory act committed by and/or towards an employee or service provider of the Company, both inside and outside the Company and that conflicts with the provisions of the Code of Ethics of Grupo Televisa, S.A.B., must be reported immediately through the means provided for this purpose by the Company.

Any Complaint regarding equal opportunities should be:

- a) Presented by means of the Complaint System with as much detail and evidence as possible; and
- b) Treated anonymously so that the complaint will be treated as strictly confidential, although the complainant has the option of revealing his or her name as well as information related to the case.

The Vice Presidency of Human Resources is responsible for defining the norms and criteria that ensure equal opportunity conditions for all employees, service providers and third parties within the Company.

The Development Direction is responsible for carrying out the recruitment and selection of candidates under conditions of equality and for communicating in induction programs the Company's posture regarding equity and equality of opportunities within the Company.

The Internal Communication area is responsible for communicating to employees and service providers the authorized institutional information on equal opportunity matters.

The person in charge of any area in Grupo Televisa and its Subsidiaries must promote:

- a) The values of the Company in his actions;
- b) That the people in their charge perform their tasks with attachment to the values of the Company; and
- c) Equal opportunities within their area of work.

Employees and service providers of the Company must:

- a) Know and act at all times based upon the commitments and behavior outlined in the Company's current Code of Ethics; and
- b) Denounce, through authorized guidelines and media, any discriminatory act.



Failure by any employee to comply with the provisions of this policy shall subject the employee to the sanctions established in the current Code of Ethics and Internal Labor Regulations.