

DIVERSITY AND INCLUSION POLICY

MEDIASET ESPAÑA COMUNICACIÓN, S.A.

The content of this Diversity and Inclusion Policy of Mediaset España Comunicación, S.A. (hereinafter Mediaset España), has the formal consideration of corporate policy and, consequently, is applicable to all companies of the Mediaset España Group, to all the professional activities carried out within it and to all internal departments of the company and its group.

Mediaset España has established among its objectives, not only the prohibition of any form of discrimination, but the active promotion of diversity within the Company, its Group and its governing bodies, mainly in the Board of Directors and its delegated Committees.

Diversity is understood in its widest sense, encompassing, as an example and not exhaustive, aspects such as age, sex, disability or professional training and experience.

The Company's commitment to diversity extends to workers or collaborators as well as to members of the Board of Directors, trying to promote equality and diversity in all areas of the company.

Both the rules of government and the internal procedures of Mediaset España and its Group, embrace the principle of diversity, thus guaranteeing its effective promotion and compliance.

Mediaset España's Diversity and Inclusion policy is based on the following

PRINCIPLES OF ACTION

- ✓ Compliance with current legislation on diversity and inclusion and adoption of the best corporate governance guidelines and practices in this area, both nationally and internationally.
- ✓ Promotion of the necessary measures to ensure equal opportunities and avoid any discrimination in the selection processes, in the members of the Board of Directors and its delegated Committees, as well as the Company's and its Group's human resources.
- ✓ Promotion of corporate strategies that allow the training of female talent, promoting the development of activities aimed at achieving it.
- ✓ Periodic review of the activities carried out, in order to identify the potential weaknesses and points of improvement, in order to prevent, mitigate and correct their impact.
- ✓ Use of the audio-visual resources of the Mediaset España Group to raise awareness and sensitize the audience on the importance of respect and compliance with diversity.

- ✓ Extending the commitment to respect and promote diversity and inclusion to the chain of suppliers

SCOPE AND APPLICATION

Mediaset España's Diversity Policy is applicable in all the companies that make up its Group.

The Board of Directors of Mediaset España, will ensure that the selection procedures of its members favours the diversity of experiences and knowledge, training, age, disability and gender, and do not suffer from implicit biases that may imply any discrimination.

The Board of Directors has delegated the application and supervision of the diversity policy of its governing bodies to the Appointments and Remuneration Committee.

Likewise, equal opportunities among employees are guaranteed through the provisions contained in the Code of Ethics of the Company and its Group, in the corresponding Collective Labour Agreements and Equality Plans, as well as psychosocial and harassment risk management procedures.