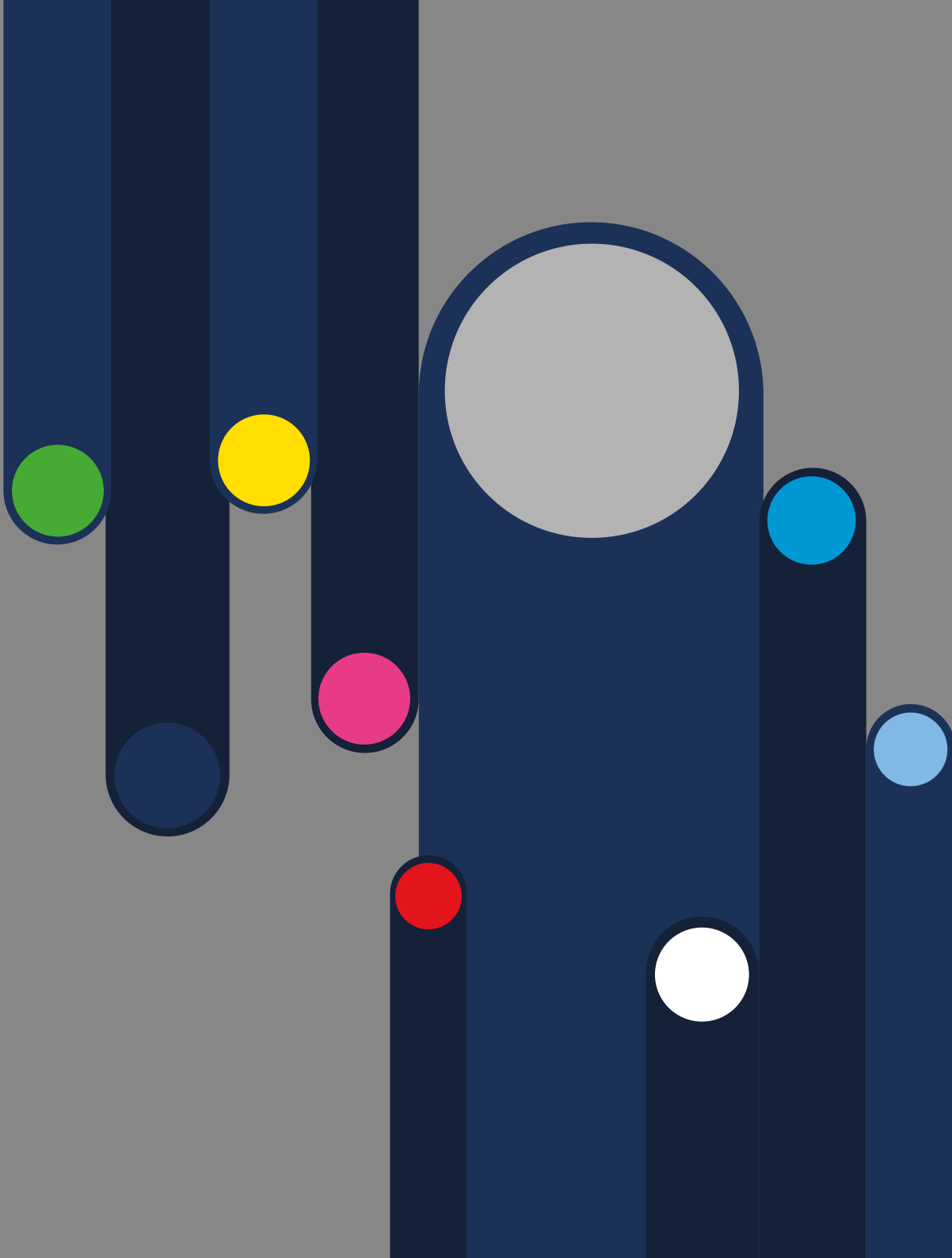




MEDIASETespaña.

SUSTAINABILITY REPORT

2021

NON-FINANCIAL INFORMATION STATEMENT 2021

[In the event of discrepancy, the Spanish version of
this document will prevail]



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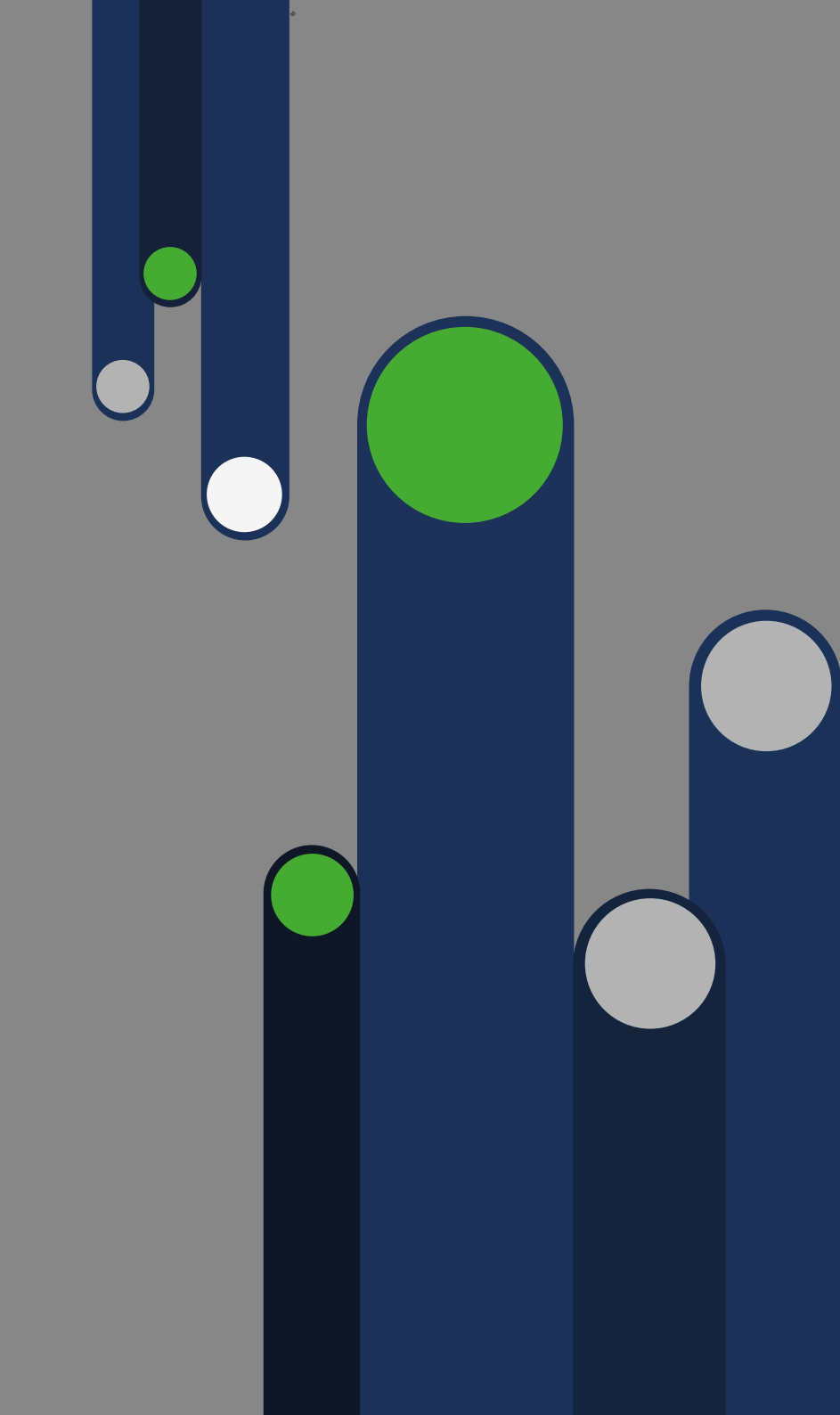
This report is available in an online version, for smartphones and tablets (interactive browsable and downloadable PDF)



More information



Access additional information that may be of interest to you



FOREWORD

MEDIASETespaña.



FOREWORD

Since 2005, Mediaset España has published information on the economic, social, environmental and ethical performance of the Mediaset España Group, information which, since 2009, has been verified annually by an independent external auditor.

The purpose of this Sustainability Report is to report in a transparent, accurate, clear and consistent manner on the integrated management of the financial and non-financial aspects of the business and its value creation in the short, medium and long term, for the period from 1 January to 31 December 2021.

The scope of this Report is limited to the fully consolidated companies of the Mediaset España Group, which is referred to as Mediaset España, the Mediaset España Group or the Group interchangeably. If the information has a scope that is different from that mentioned above, it is explained in an explanatory note.

In 2021 there were no significant changes in the criteria and bases for including the information reported with respect to previous years. The only significant change with regard to reporting for 2020 was to include information relating to EUROPEAN UNION TAXONOMY (2020/852) for 2021, since 2021 is the first year subject to this requirement and is included on page 125 of this document. In turn, any changes in the formulas used for the calculation of the data reported are indicated in the appropriate section. In this regard, any changes are due to the process of continuous improvement in the reporting of non-financial information carried out by the company, with the aim of presenting the relevant information as accurately as possible.

The Board of Directors of Mediaset España is the body responsible for preparing this report, which forms part of the Consolidated Directors' Report of the Mediaset España Group for 2021.

STANDARDS

This document has been prepared taking into account current regulations, including Spanish Law 11/2018 on disclosure of non-financial information and diversity.

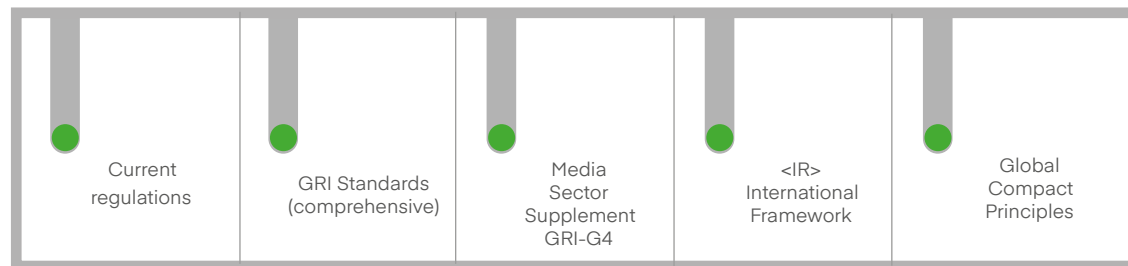
In turn, the GRI Standards for Sustainability Reporting, in its GRI Standards version, together with the GRI G4 media sector supplement, both issued by the Global Reporting Initiative, have been followed, as well as the recommendations of the International Integrated Reporting Council's International Integrated Reporting Framework (<IR> Framework).

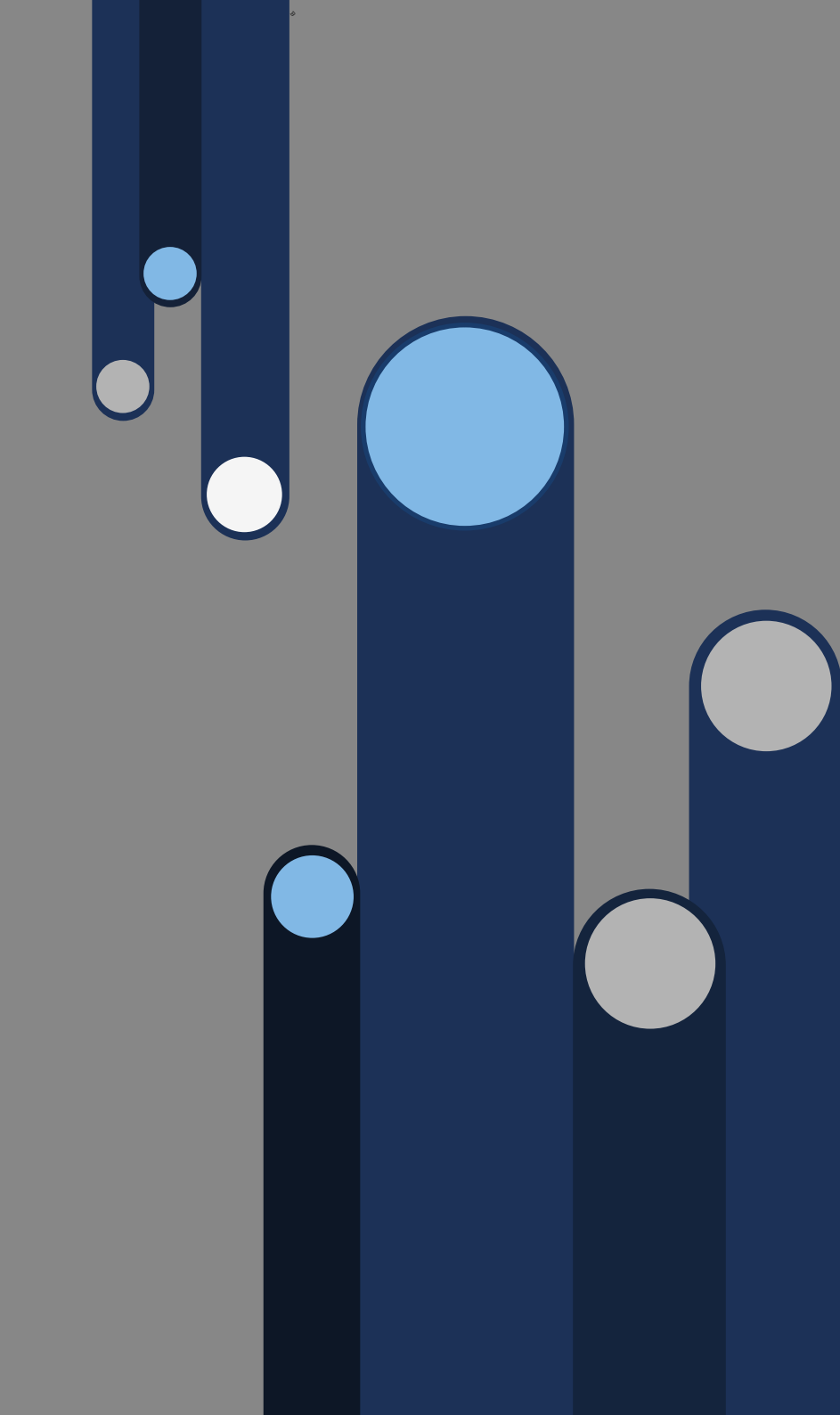
In this regard, Mediaset España considers that its Sustainability Report follows the requirements of the <IR> Framework and, therefore, presents its value creation over time in a cohesive manner. Mediaset España's ability to create value is determined by its understanding and strong response to the business context (page 11), the pertinent identification of strategic priorities and opportunities (page 20-21) and the efficient alignment of the business model (page 12-13), the conservative management of the main risks of the business (page 22-23), as well as the capacity to respond to material issues of the main stakeholders (page 138-139).

The 10 Principles of the United Nations Global Compact have also been taken into account.

Furthermore, in accordance with the externally validated self-assessment carried out by Mediaset España, this report has been prepared in accordance with the GRI Standards (comprehensive option).

To respond to the reporting requirements of the various initiatives to which the company reports, Mediaset España responds to all the GRI indicators, detailing this information in the GRI Content Index.





PRESENTATION

MEDIASETespaña.



MEDIASET ESPAÑA (2021)



January

Mediaset España increases its stake to **13.18%** in the German audiovisual group **Sieben**.

The company concluded an agreement with the new platform **Disney +** for the exclusive release of the miniseries **'Besos al aire'** (**Blowing kisses**).

Mediaset España deploys all of its technical and human capacity in the face of the **'Filomena' blizzard**, broadcasting its usual programmes live, including with some presenters from their homes.



February

Telecinco Cinema started filming **'El cuarto pasajero'** (**The fourth passenger**), a film directed by Alex de la Iglesia in a new joint collaboration after the success of **'Perfectos desconocidos'** (**Perfect strangers**).

Alea Media, an investee producer, signed the agreement for the series production called **'Fuerza de Paz'** (**Peace Force**) for RTVE.



March

With nearly **700 million reproductions**, Mediaset España breaks all its viewing records on its digital platforms, rating as the second group with higher digital consumption nationally, only surpassed by YouTube.

Mediaset España celebrates **Día del Niño** (**Children's Day**) with a 12 Meses (12 months) institutional campaign that honours their behaviour during the lockdown period.

The film **'Adu'** won **four Goya Awards** for Best Director, Best Supporting Actor, and Best Sound and Production Director.

The channel in **HD Be Mad** celebrates its **five-year anniversary**.



April

Mediaset España celebrated its **General Shareholders Meeting** and presented the 2020 results as 'the best management of these last 20 years, quantitatively excellent, but qualitatively extraordinary, which was a financial year marked by the crisis arising from the COVID-19 pandemic', according to its CEO, Paolo Vasile.



June

Mediaset España concluded the season with its **eleventh consecutive group victory**, with its **best historic result in digital consumption** and with the best result of Telecinco since the 2009-2010 season.

Telecinco Cinema returned to theatres after lockdown with the release of **'Operación Camarón'** (**Undercover Wedding Crashers**), a comedy directed by Carlos Therón.

Again for the second year, through the '12 Meses' initiative, **'Comparte y Recicla'** (**Share and Recycle**), results in the greatest national collection of toys for recycling and donation to children at risk of social exclusion.

Start of the **UEFA EURO 2020**, granting Mediaset España the most viewed spots of the year on free-to-air television.

May

Mediaset España renewed the campaign **'12 Meses Contra la Basura'** (**12 Months Fight Against Litter**) with an appeal to citizens to free nature from waste pollution.

The company strengthens its commercial structure of special initiatives with new management for **Branded Digital Content**.





July

Mediaset España presented the new video game producer **Mediaset Games**, to open new content formulas for its film and television licences.

Broadcasting of the **European Football Championship** ended, as the sporting event with the greatest digital monitoring in the group's history.



August

EiTB announced the award to Alejandro Echevarría, Chairman of Mediaset España, at the FesTVal for his audiovisual business career.

Telecinco completed in August **three years of uninterrupted audience leadership**.



September

Pedro Piqueras led the special Informativo Telecinco news coverage from the island of La Palma, due to the eruption of the Cumbre Vieja volcano.

Boing celebrated its **eleventh anniversary** as the absolute leading children's channel at national level.

Divinity celebrated its first **decade** in broadcasting.



October

Telecinco Cinema ended filming '**Rainbow**', directed by Paco León and purchased by Netflix for its exclusive distribution worldwide.

Start of the **22nd cohort of the MA in Audiovisual Content Creation and Management**, in collaboration with the European University.

Be a Lion, the company in which Mediaset España holds a controlling interest, which specialises in advertising developments in social media, was included in the **Tik Tok Marketing Partners** programme.

November

Telecinco Cinema released 'Way Down', a film directed by Jaume Balagueró and produced after a financing agreement between Mediaset España and the French audiovisual group TF1.

Mediaset España received the Ondas Award for the coverage of UEFA EURO 2020.

The branded content action of **Publiespaña 'Eurotubers'** received the BCMA award for Best #05x10 of the year in Branducers 2021.

Mtmad celebrated its fifth anniversary with more than one billion videos served.



December

Mediaset España concluded the year as the most viewed **audiovisual group in its linear broadcasting for the eleventh consecutive year**, and as leader in digital consumption amongst media with a historic maximum of videos watched and unique users.

Telecinco was again crowned for the tenth consecutive year as **absolute television leader** and as the most viewed commercial chain for the 22nd time. It is the television with the most digital consumption and a historic record of traffic and videos watched.

Mediaset España as a group, and Telecinco as a channel, achieved the **best television commercial profile** in our country.

Mitele reached **the best historic milestone** of videos viewed and is the leader in the most watched television platform of the year.

The generalist newspaper **NIUS** reached an average of 4.8 million unique users in its second year of life, after signing its best rating in December, with 6.7 million.



LETTER FROM THE CHAIRMAN

ALEJANDRO ECHEVARRÍA BUSQUET

Dear Shareholders,

At the end of this financial year, we close the second year of an extremely extraordinary phase marked by the continuity of the pandemic caused by COVID-19. This has been 12 months in which we must thank science and citizens for the massive vaccination process that has made it possible to save thousands of lives. Today, we hope that the sixth wave of infection, less lethal than the previous, may imply the end of this situation that continues to affect us at the economic, professional, social and family level and, in one way or another, at personal level also.

It is essential for me to express my thanks to all employees and professionals involved in the Mediaset España value chain, who have made it possible for television and all the company's lines of business to maintain their activity, complying with their essential public service, without missing their duty with information and entertainment, which are so fundamental in difficult and uncertain situations as we are now living in.

As if that were not enough, while the SARS COV-2 pandemic continued to impact our lives, at the beginning of the year we had to deal with the Filomena blizzard, the greatest blizzard in Spain since 1971. This left numerous communities clothed in white and cities collapsed for days, as was the case in Madrid, where Mediaset España has its headquarters. And while the duty as a citizen was to stay at home, the Mediaset España family duty involved, subject to all possible recommendations and precautions, deploy all its technical and human capacity with the minimum necessary equipment, issuing its usual programmes live, including with some presenters working from home, using all means available to us to continue accompanying our viewers in this situation.

This normality in our television activity, under such extremely extraordinary and difficult situations, has been largely possible thanks, not only to our professionals, but also to the strength of our television model, based on our own live production, adaptable and flexible to the needs arising at any moment.

The result cannot be more rewarding. We accumulated 31 years of impeccable trajectory, offering quality content, live and in proximity, independent and plural; 31 years as the greatest advertising

media and with the largest investment, with commercial formats in constant development; 31 years building commercial television in Spain and promoting an audiovisual sector in ever-changing linear and digital modes.

Mediaset España remains a dynamic engine of this sector in continuous motion, adapting to all audiovisual challenges and new forms of consumption accelerated by the pandemic. All of which have given rise to a scenario of coexistence with large competitors worldwide in the distribution of content, but where free-to-air television and its digital media remain essential.

Mediaset España's content business has expanded through third-party production and the sale of a product catalogue that has been positioned as the largest in volume nationally, and present in more than 200 countries. Throughout the Mediterranean area, Mediaset España Group has consolidated its objectives of optimising costs, increasing distribution within and outside Spain, strengthening producers' access to international formats and markets, and promoting the development of new initiatives in digital and television productions. All of this within the model of coexistence between broadcasting the group's content on Mediaset España's platforms and channels.

In the context of their own media, viewers have once again shown their preference for Mediaset España, which has concluded the year as the leading audio-visual group for the eleventh consecutive year, with 28.2% total audience in all its linear channels. It has also led digital consumption amongst the media with 6,171 billion videos viewed in 2021, its historic maximum, and it marks its traffic record with 19.4 million unique users.

The reason for this victory was again due to Telecinco, which has celebrated 10 years as the absolute leading channel and for the 22nd year as the most watched commercial chain with 14.9% share. It is also the highest digital consumption television with 1,707 billion videos seen in 2021, an annual historic record with an increase of 53% over 2020, achieving also its best historic traffic figure, with 11.1 million unique users.

However, this large volume alone does not constitute the strength of Mediaset España, but rather, the company goes even further. It has more than fulfilled its objective of attracting and building loyalty with the most demanding audience at commercial level, making its media the most effective and well-known in service to brands and advertisers. This fact has enabled it to achieve, both as a group and via Telecinco as a channel, the best commercial profile of television in our country, with privileged positioning of audiences within free-to-air television.

Among the highlights of this year, which perfectly combine audience and brand interest, Mediaset España has been able to offer in 2021 the great sports undertaking that could not be carried out in 2020 due to the corona virus: the European Football Championship. Considered the television event of the year and as the best showcase for advertisers, it has resulted in a balance that spoke on its own: 36,250,000 citizens—80% of the population—who it contacted via its TV broadcasting, a total of 6.1 million unique users of the Euro Cup site and 16.7 million recorded live sessions were added, which made it the sporting event with the greatest digital following in history at Mediaset España.

Thematic channels have also fulfilled their mission within the company's powerful meshing: they have provided added value to the linear offer, enriching the Telecinco and Cuatro audiences through segmented public niches. In 2021, as a whole (Divinity, Boing, Energy, FDF and Be Mad) have celebrated nine years leading the free-to-air consumption of thematic television with a cumulative share of 8.1%.

With regard to our digital platforms, Mitele has reached its best historic rating with 3,371 billion videos viewed, 13% more than in 2020, making it the most watched television platform of the year, with 15% growth in traffic reaching 2.9 million single users per month. And the development of the Mitele PLUS premium offer, with a catalogue of entertainment content, film and series fiction and sports, continues to meet the rigorous demand of recent times.

Mtmad, the digital native content platform, has also celebrated its fifth anniversary with a cumulative number that exceeds 1 billion videos served. It has also continued to innovate in creating formats, introducing new audiovisual languages into Mediaset España's digital environment. A digital native supply completed with title sequences segmented by audiences and themes such as Yasss, the native content channel for millennials; NIUS, the digital newspaper; El Desmarque, the sporting paper and Uppers, for those over 50, all with optimum results that improve those of the previous financial year.

With the combination of all these media, in 2021, the company revalidated its position as the most efficient tool to communicate advertisers' campaigns. All of this, in view of the foreseeable leadership of advertising investment in Spain, the annual data of which have not yet been reported by Infoadex at the close of this report, but which until September, attribute to the company a market share of 43.2%, consolidating its historic positioning at the top of the sector.

Agencies and advertisers have found in Mediaset España the highest expediency in building coverage, guaranteeing the highest levels of brand awareness and recall in the sector, broadcasting the most viewed spots of the year. During this financial year, we have adapted the evolution of the advertising market with a cross-cutting ecosystem that connects television and the digital environment through a crossmedia planning model, based on a homogeneous premium video offer in a secure environment for brands.

Meanwhile, Mediaset España has continued to advance in creating and launching new formats that integrate and expand the possibilities of television as a great media for advertisers. After the award received at the 2021 HbbTV Awards for its technological developments applied to the commercial offer within its platforms, it launched on the market new advertising formats for connected television, characterised by the ability to enhance the efficacy, coverage and visibility of its customers' campaigns in broadcasting over linear television.

All this effort has been translated in 2021 into achieving excellent economic results on a quantitative and qualitative level, as they have been produced in a highly complex context under all viewpoints. We have achieved a net turnover of EUR 876.3 million this year, compared to EUR 836.6 million obtained in 2020, with net advertising income that has grown by 9.2% to EUR 796.7 million, compared to EUR 729.3 million recorded in the previous year. As a result, Mediaset España has achieved a net profit of EUR 181.03 million, which represents an increase of 1.3% with regard to the 2020 result. This was already an extraordinary fact, due to the difficulties of a year that will enter the annals of history after the outbreak of the coronavirus crisis.

With the last acquisition, carried out in January 2021, Mediaset España strengthened its position in the German operator Prosieben, reaching 13.2% stake of the capital. This ownership interest is industrial in nature and means that Mediaset España is the largest shareholder of the German company.

The capitalisation of Mediaset España at the end of 2021 amounted to EUR 1,287 billion, which means that it has more in joint capitalisation than other media companies listed on the Spanish market.

Again, through the social communication actions included under the 12 Meses brand, we have maintained our informative commitment, based on reflection and awareness raising, a benchmark

in the Spanish audiovisual market. In 2021, the efforts of 12 Meses have been aimed at protecting vulnerable sections of the population, such as children. This has been carried out through campaigns such as 'El Día del Niño' (Children's Day), to pay tribute to the exemplary behaviour of the youngest during lockdown or 'Share and Recycle', to encourage the donation of toys for those most in need. We have also renewed our commitment to women and to real equality through campaigns such as 'Mujeres al poder' (Women in power); with the environment, through the second edition of 'Stop Basurala' (Stop littering), calling for action via a large waste collection in natural environments, as well as the donation of organs, tissues and marrow, driving it one more year through the initiative known as 'Eres perfecto para otros' (You are perfect for others).

Again, this year, we present our Sustainability Report that includes integrated economic and financial information, good governance and ethical, social and environmental information, the map of the main risks, the analysis of the relevant issues for our stakeholders, as well as the impact of the Mediaset Group's activity on society. All this, from a long-term perspective, revealing all the components of business value creation and how it can be affected by future risks and opportunities.

From an environmental perspective, even though the audiovisual sector generates little direct environmental impact compared to other industries, Mediaset España is committed to managing its environmental footprint in a sustainable manner and implementing the necessary measures to reduce it. Therefore, in addition to continuing to implement environmental measures for energy efficiency, reduction in the use of natural resources and waste generation, within the framework of the carbon footprint reduction commitment, since 2019 we voluntarily offset direct emissions through projects that contribute to generating positive impacts on the environment. To this end, we have acquired carbon credits in 2021 to absorb 790 tonnes of CO₂ on the River Conservation Project, located in the Peruvian Amazon basin.

In addition, in 2021 we worked on the climate strategy to establish a road map that allows us to implement a transition plan towards the Net Zero in 2050, with medium and long-term objectives defined in line with the most recent climate science.

We have also renewed our commitment to the United Nations Global Compact Principles for another year, and we have continued to make progress on the 2030 Agenda for Sustainable Development by supporting the Sustainable Development Goals, as detailed in this Sustainability Report.

This is a brief summary of the Company's main lines of action, which are detailed below on the following pages through the various sections of this report. Among all these, it is unquestionable that, in addition to the above, there is a network of vocation, professionalism, curiosity, effort and talent, always renewed, of the entire Mediaset España human team.

BUSINESS CONTEXT

The year 2021 was marked by a gradual return to a certain normality after many months in which the world had to face the global level of the coronavirus pandemic. We experienced several waves throughout the year, which, although increasingly to a lesser extent, only generated volatility and doubts in growth estimates at both the macro level and the business level. Especially after summer, the data tended to get better and better, but we are faced with a new situation caused by high energy prices and stress in the supply chain, which only made it more difficult for companies to manage their activities. The above has led to the emergence of inflationary stress levels not observed in many years and the duration of which is difficult to estimate at this time. Although, it seems likely to continue until the supply conditions of products that have caused it (electricity, gas and oil) have stabilised.

At business level, the end of the lockdowns suffered throughout 2020 had two main effects. On the one hand, television consumption tended to be standardised in figures similar to those recorded before the pandemic and, on the other hand, the higher levels of consumption generated by the families caused advertisers to increase their presence in conventional means, to take advantage as much as possible of that increase recorded in private consumption.

In this environment, the evolution of the advertising market had behaviour that we could consider positive. The speed with which advertisers adapted to the market situation could be noticed. In this regard, sectors such as distribution, food and telecommunications had stable and very positive behaviour, while others, such as automotive and tourism companies, had to adapt to the adverse circumstances that affected their activities during the year, such as the crisis of chip supply or successive mobility restrictions, respectively.

With regard to Mediaset España, the company experienced a normalisation phase in its activities in several ways. On the one hand, employees gradually returned to their activities at the workplace. This process was carried out maintaining all safety measures implemented during the pandemic, to ensure the well-being of all people involved in the company's day-to-day life.

At business level, on the one hand, the content creation process was gradually resumed, which had been paralysed for long periods during 2020, although there is still a reservoir of unfinished productions due to the pandemic that will take some time to normalise. In addition, business lines aimed at diversifying the company's sources of income continued to be developed, especially the digital business, with particular reference to advertising activity and the evolution of the Mitele plus platform

In the above line of diversifying sources of income, in 2021, and after years carrying out the relevant technological developments, Mediaset España launched the first campaigns in HbbTV format, which combines the scope of traditional television and the potential segmentation arising from digital business. At the sector level, there is a high consensus that the development of this model will become capital in the coming years for traditional operators, who will be able to offer greater and better quality supply to their customers.

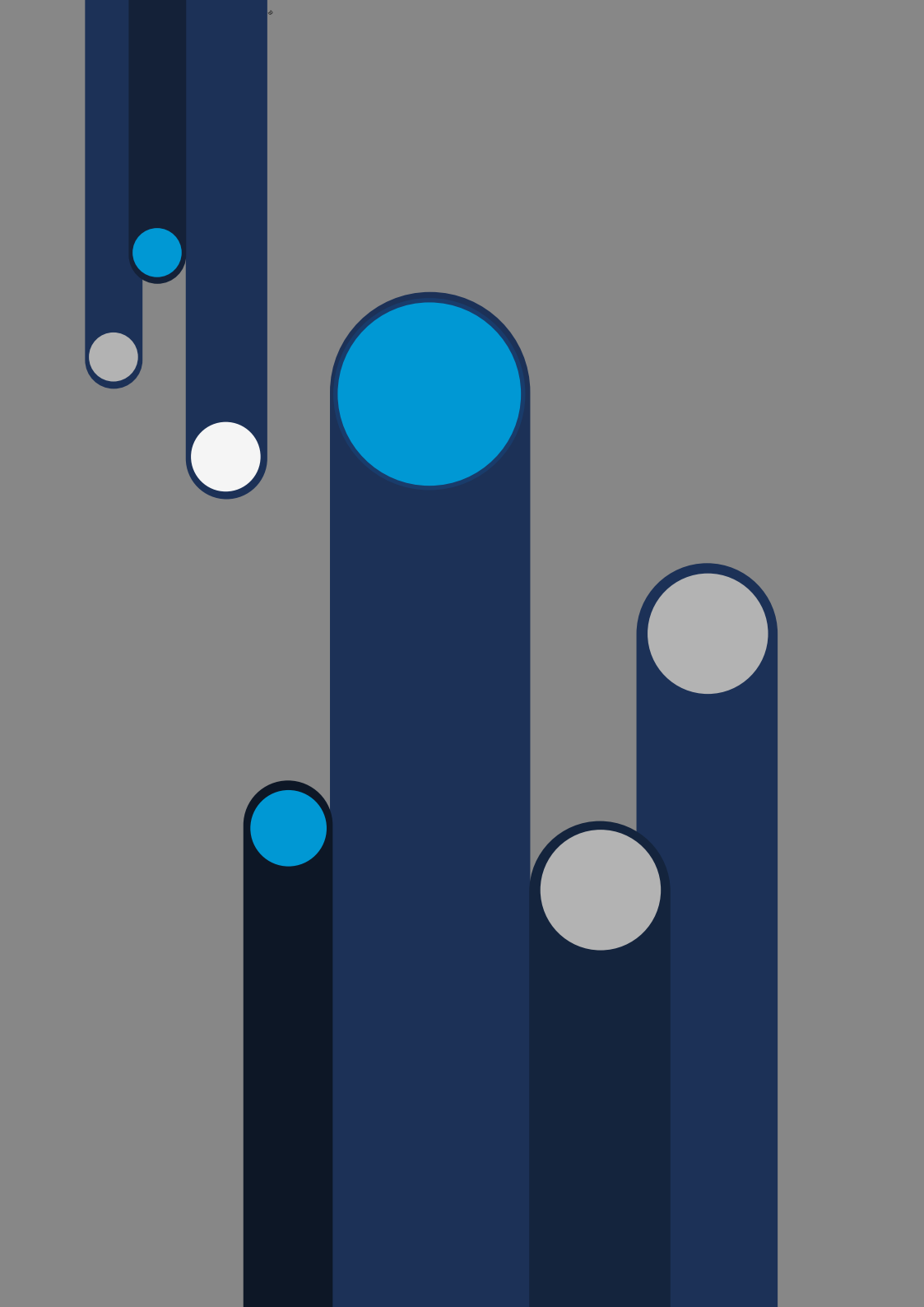
In the purely digital share, Mediaset España maintained its growth path, both in number of unique users, as well as videos consumed and advertising revenue generated. Be a Lion's complete integration, after acquiring it in 2020, together with the organic growth of the existing activities, positioned Mediaset España as one of the reference audiovisual operators within the digital landscape.

In the corporate sphere, in 2021 the company maintained its vocation to be an active operator in the consolidation process, maintaining a vocation of growth and greater scope to be able to compete with the new global players which the company faces today. It should be noted that the group's vision, regarding the need for the consolidation of European media to meet the challenges posed by globalisation and the presence of international operators, remains intact. In recent months, it has been observed that this vision has also been adopted by a relevant number of European operators, with significant consolidation operations currently underway in France, Belgium and the Netherlands.



KEY PERFORMANCE INDICATORS

PROFIT FROM OPERATIONS (MILLIONS OF EUROS) 225.3 2020: 230.5 2019: 264.9	NET PROFIT¹ (MILLIONS OF EUROS) 181.0 2020: 178.7 2019: 211.7	INVESTMENT IN OUT-SOURCED PRODUCTION (MILLIONS OF EUROS) 62.3 2020: 57.4 2019: 91.5	INVESTMENT IN FICTION PRODUCTION (MILLIONS OF EUROS) 35.5 2020: 24.5 2019: 55.9
INVESTMENT IN CO-PRODUCTION (MILLIONS OF EUROS) 14.7 2020: 5.78 2019: 25.8	TECHNICAL INVESTMENT (MILLIONS OF EUROS) 7 2020: 8.8 2019: 11	NET ADVERTISING INCOME (MILLIONS OF EUROS) 801 2020: 732 2019: 880	AVERAGE WORKFORCE (NO. OF EMPLOYEES) 1,585 2020: 1,564 2019: 1,558.5
TV CONSUMPTION SPAIN (MINUTES)² 213.9 2020: 241 2019: 222	AVERAGE SCREEN SHARE 28.2 2020: 28.4% 2019: 28.9%	HOURS OF OWN CONTENT³ 30,854 2020: 30,831 2019: 29,043	1. Attributable to shareholders of the Parent company. 2. Includes linear consumption, deferred consumption, guests and second homes. 3. Includes the hours broadcast of content produced by the Mediaset España Group



GOVERNANCE MODEL

*MEDIASET*españa.

OWNERSHIP STRUCTURE

GROUP STRUCTURE

The Mediaset España Group is an audiovisual group comprised of a group of companies dedicated to the development of businesses related to the audiovisual sector, the activity of which is focused on the production and broadcasting of audiovisual content, as well as the exploitation of the advertising space of the television channels in which it operates.

Mediaset España Comunicación, S.A. ("Mediaset España" or the "Company"), incorporated in Madrid on 10 March 1989, is the head of a group of companies known as Grupo Mediaset España Comunicación, S.A. ("Mediaset Group" or the "Group").

MEDIASET ESPAÑA, THE PARENT COMPANY

Mediaset España's corporate purpose is the indirect management of the Public Television Service. At year end, it commercially operated the television channels Telecinco, Cuatro, Factoría de Ficción, Boing, Divinity, Energy and BeMad, with the corresponding licences granted to provide audiovisual communication services.

The company has its registered office at Carretera de Fuencarral a Alcobendas, nº 4, 28049, Madrid and was listed on the stock exchange on 24 June 2004. It is currently listed on the Madrid, Barcelona, Bilbao and Valencia stock exchanges and will be included in the IBEX35 index until 22 June 2020.

The Group's activity focuses on the advertising operation of the television channels for which it holds the concession, as well as the performance of similar and complementary activities related to this activity, such as audiovisual production, advertising promotion and news agency activities.

As the parent company, Mediaset España is obliged to prepare, in addition to its own financial statements, the consolidated financial statements of the Group.





The consolidated Group companies are as follows:

Fully consolidated companies	Country	2021	2020
Grupo Editorial Tele 5, S.A.U.	Spain	100%	100%
Telecinco Cinema, S.A.U. (3)	Spain	100%	100%
Publiespaña, S.A.U.	Spain	100%	100%
Conecta 5 Telecinco, S.A.U.	Spain	100%	100%
Mediacinco Cartera, S.L.U.	Spain	100%	100%
Publimedia Gestión, S.A.U. (1)	Spain	100%	100%
Advertisment 4 Adventure, S.L.U.	Spain	100%	100%
Producción y Distribución de Contenidos Audiovisuales Mediterráneo, S.L.U.	Spain	100%	100%
Netsonic, S.L.U. (1)	Spain	100%	100%
Grupo Audiovisual Mediaset España Comunicación, S.A.U.	Spain	100%	100%
El Desmarque Portal Deportivo, S.L. (3)	Spain	80%	60%
Megamedia Televisión, S.L.U. (3)	Spain	100%	100%
Supersport Televisión, S.L. (3)	Spain	62.50%	62.50%
Aninpro Creative, S.L. (1)	Spain	51%	51%
Be a Iguana, S.L.U. (8)	Spain	51%	51%
Be a Tiger, S.L.U. (8)	Spain	51%	-
Companies accounted for using the equity method	Country	2021	2020
Producciones Mandarina, S.L. (3)	Spain	30%	30%
La Fábrica de la Tele, S.L. (3)	Spain	30%	30%
Furia de Titanes II, A.I.E. (2)	Spain	34%	34%
Aunia Publicidad Interactiva, S.L. (1)	Spain	-	50%
Alea Media, S.A. (3)	Spain	40%	40%
Melodía Producciones, S.L. (4)	Spain	-	40%
Alea La Maleta, S.L.U. (6)	Spain	-	40%
Pagoeta Media, S.L.U. (6)	Spain	40%	40%
Adtech Ventures, S.p.A. (1)	Italy	50%	50%
Bulldog TV Spain, S.L. (3)	Spain	30%	30%
Alma Productora Audiovisual, S.L. (3)	Spain	30%	30%
Unicorn Content, S.L. (3)	Spain	30%	30%
Fénix Media Audiovisual, S.L. (3)	Spain	40%	40%
Campanilla Films, S.L. (7)	Spain	30%	30%
Joint Ventures	Country	2021	2020
Telefónica Broadcast, S.L.U.–Supersport Televisión, S.L. (U.T.E.) (5)	Spain	50%	50%

(1) The ownership interest in these companies is held through Publiespaña, S.A.U.

(2) The ownership interest in A.I.E. is held through Telecinco Cinema, S.A.U.

(3) The ownership interest in these companies is held through Producción y Distribución de Contenidos Audiovisuales Mediterráneo, S.L.U.

(4) Company sold in 2021.

(5) The ownership interest in these companies is held through Supersport Televisión, S.L.

(6) The ownership interest in these companies is held through Alea Media, S.A.

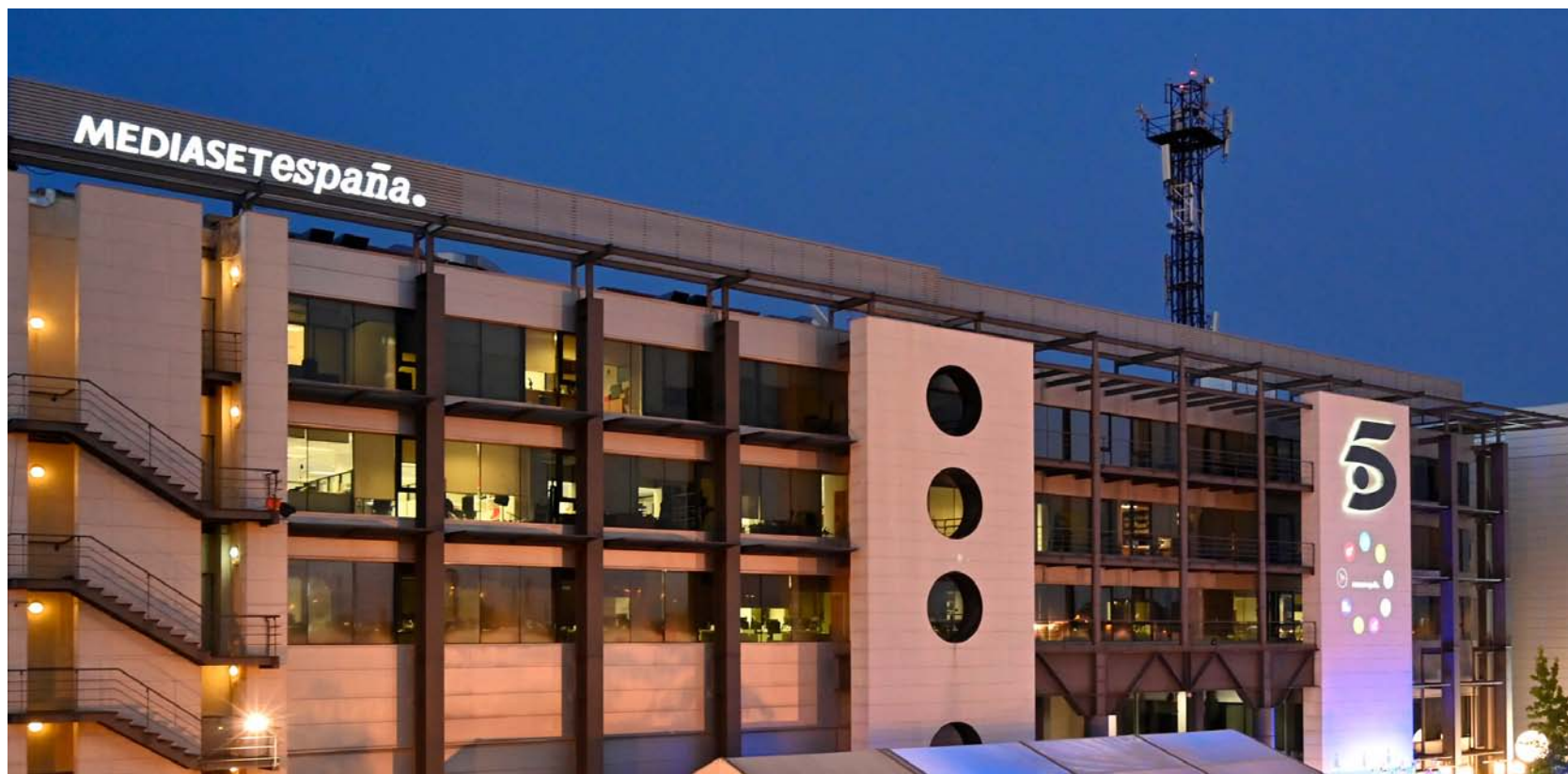
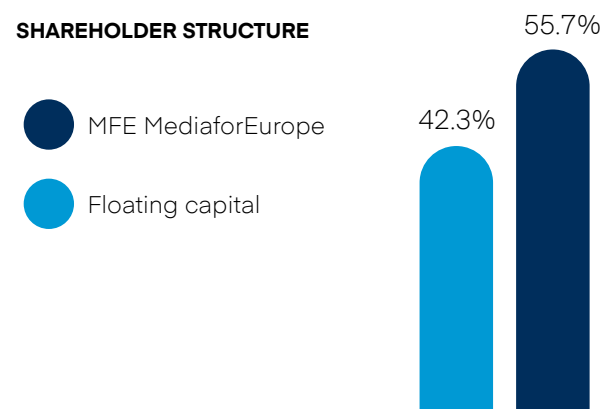
(7) The ownership interest in this company is held through Producciones Mandarina, S.L.

(8) The ownership interest in this company is held through Aninpro Creative, S.L.

CHANGES IN THE SCOPE OF CONSOLIDATION FOR THE YEAR ENDED 31 DECEMBER 2021

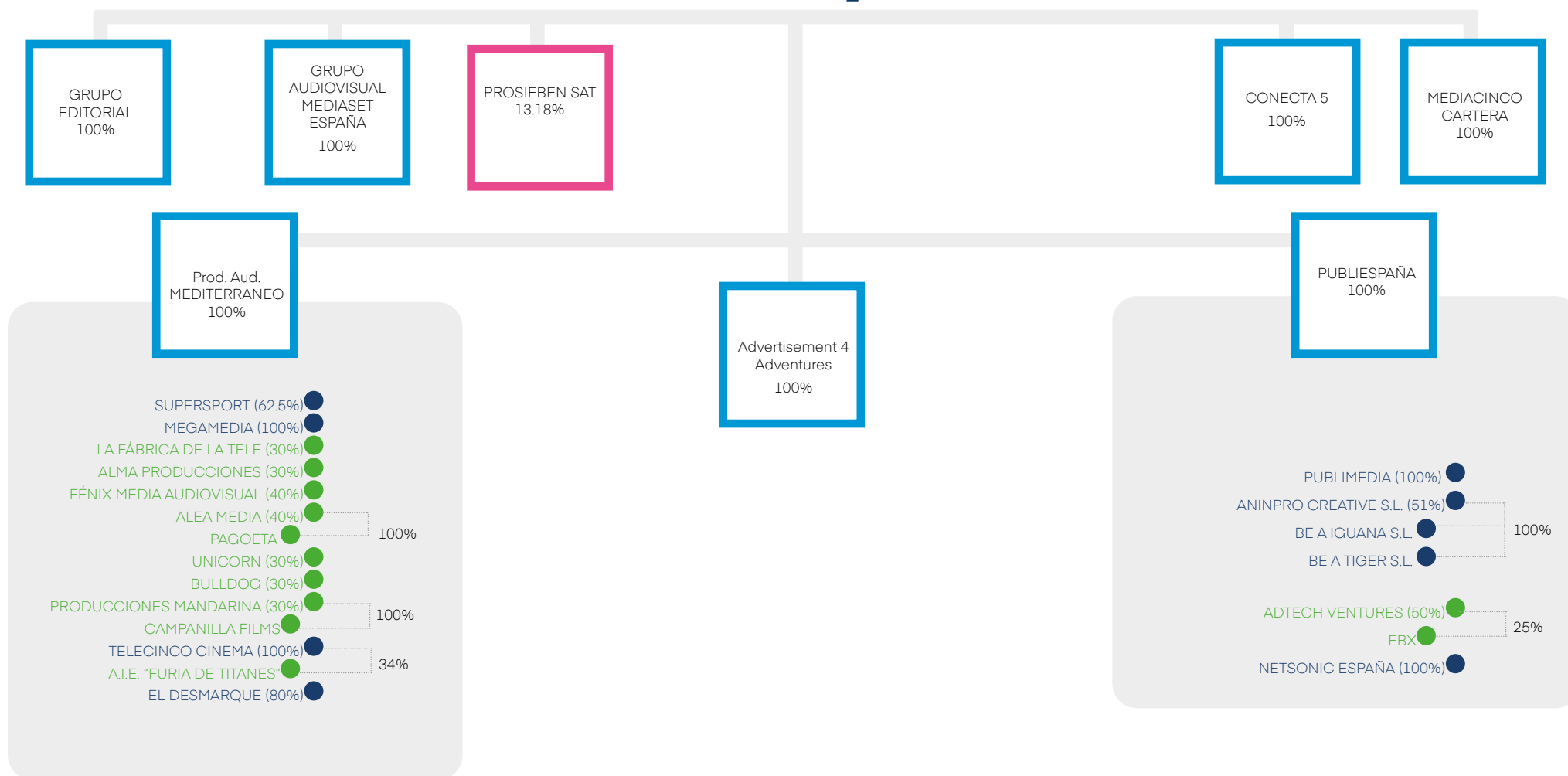
- On 2 March 2021, Aninpro Creative, S.L. (controlled up to 51%) constituted the investee company Be a Tiger, S.L.U., with this company being incorporated through an overall integration process.
- On 18 March 2021, the Group acquired an additional 20% ownership interest in El Desmarque Portal Deportivo, S.L., so the current share in that company amounts to 80%.
- In June 2021, the Group's ownership interest in Melodía Producciones, S.L. was sold.
- In July 2021, the Group's ownership interest in Aunia Publicidad Interactiva, S.L. was discharged due to dissolution.
- On 2 December 2021, there was a dissolution of the Group's ownership interest in Alea La Maleta, S.L.U.

SHAREHOLDER STRUCTURE





SCOPE OF CONSOLIDATION MEDIASET ESPAÑA GROUP

MEDIASET *españa.*

● Fully consolidated ● Equity Method Consolidation ● Consolidation as a financial investment

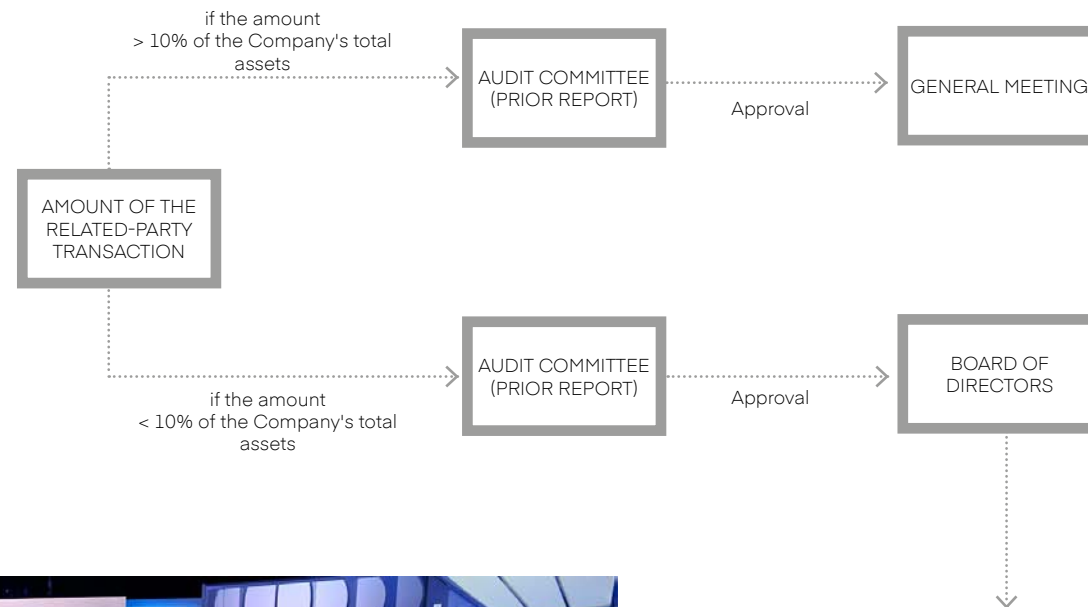
GOVERNING BODIES

Monitoring and compliance with good governance rules is a maxim that is repeated over the years at Mediaset España, with Corporate General Management submitting the company's good governance rules to the Audit and Compliance Committee and the Board of Directors. This includes legislative developments arising both from the amendment of applicable legislation and from the recommendations published by the Spanish Securities Market Commission and main international standards.

Following legislative developments resulting from the amendment to the Spanish Corporate Enterprises Act [*Ley de Sociedades de Capital*], Mediaset España has amended the Regulations of the Board and Audit and Compliance Committee to adapt them to new legislative needs.

The main amendment has affected the system for approving related-party transactions to ensure greater transparency, publicity and control in the process of approving them.

SYSTEM FOR APPROVING RELATED-PARTY TRANSACTIONS



Delegation to the CEO where:

- Intra-group transactions in the field of ordinary management and under market conditions
- Standardised transactions that do not exceed 0.5% of the net amount of the company's turnover

**ANNUAL GENERAL MEETING**

To prevent discrimination, guarantee equal treatment among shareholders and safeguard their health and the health of employees and other persons involved in the preparation and holding of the General Meeting, the company agreed that attendance at the Ordinary General Meeting held in 2021 would be exclusively by virtual means, with in-person attendance limited to collaborating staff who were essential to enable the meeting to be held.

BOARD OF DIRECTORS

Non-executive Chair	Less than 15	Committees chaired by independent directors	Annual activity reports of the Appointments and Remuneration Committee and the Audit and Compliance Committee
Commitment not to fund political parties	Limitation on the participation of directors on other Boards of Directors.	Obligation to inform the Board of Directors of any criminal cases in which directors are the accused.	Management of situations of conflicts of interest through Mediaset España's Internal Code of Conduct in relation to the Securities Markets
Annual assessment of the directors and of the Committees	External Review of Corporate Governance and Remuneration Reports	Tax management excluding tax havens	

SHAREHOLDERS

Electronic forum	One share one vote	Vote splitting
Continuous communication through the Investor Relations area	Policies accessible on the web	Remuneration of directors, binding annual vote and vote in favour by 78.55% of the shareholders.
Justification of the proposals for the appointment and re-election of directors.	Separate votes on substantially independent items	



BOARD OF DIRECTORS

It was pointed out that, following the resignation of Ms Helena Revoredo Delvecchio as independent director of the company, the number of independent directors as well as the percentage of female presence on the Board was reduced, and her position has not been covered in 2021.

ANNUAL ASSESSMENT OF THE DIRECTORS

The self-assessment procedure was carried out by preparing a questionnaire, where

The annual Board of Directors assessment process did not lead to significant changes due to the improvement process that has been in place for several years.



Mr Alejandro Echevarría Busquet
Chairman



Mr Mario Rodríguez Valderas
Secretary



Mr Massimo Musolino



Mr Marco Giordani



Ms Gina Nieri



Mr Niccolò Querci



Mr Borja Prado Eulate



Ms Consuelo Crespo Bofill



Ms Cristina Garmendia Mendizábal



Mr Javier Díez de Polanco



Executive **25%**



Proprietary **41.66%**



Independent **25%**



Other external **8.33%**



Mr Paolo Vasile
Chief Executive Officer



Mr Fedele Confalonieri
Deputy Chairman



Executive Committee

The powers inherent to the Board have been delegated, except those that cannot be delegated pursuant to law, the Articles of Association or regulations.

Executive: 16.66%
Proprietary: 50%
Independent: 16.66%
Non-executive: 16.66%



Audit and Compliance Committee

Reporting directly to the Board of Directors, the Audit and Compliance Committee is the body in charge of, among other matters, supervising the financial and non-financial information published by the company, situations of conflicts of interest, relations with the auditor and supervision of the risk control and management policy, among others. In accordance with good governance recommendations, it is chaired by an independent director.

Executive: 0%
Proprietary: 40%
Independent: 60%



Appointments and Remuneration Committee

Chaired by an independent director, the functions of the Appointments and Remuneration Committee include protecting the integrity of the director and senior executive hiring process, reporting to the Board of Directors on gender diversity issues, ensuring that when filling new vacancies the hiring procedures do not hinder the selection of female directors, assisting the Board of Directors in assessing the Chairman of the Board and the company's chief executives, as well as in setting and supervising the remuneration policy for directors and senior executives.

Executive: 0%
Proprietary: 50%
Independent: 50%



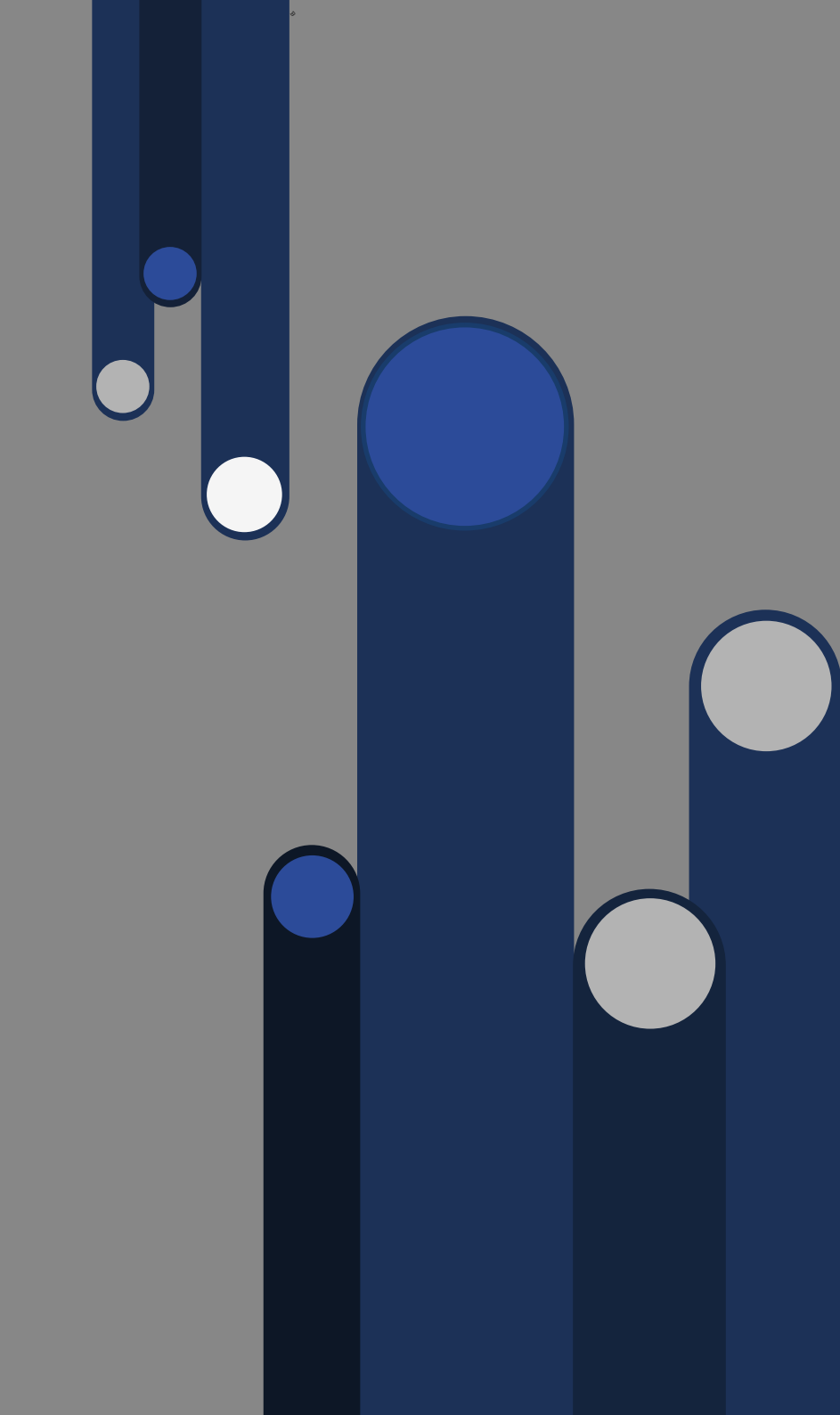
MAIN ISSUES ADDRESSED BY THE BOARD OF DIRECTORS

The activity of the Board of Directors of Mediaset España focuses on defining, overseeing and monitoring policies, strategies and key guidelines.

- Monitoring of the Company's track record: the growth of advertising revenue and audience results.
- Monitoring of Company management: Analysis of the financial statements of the Company and its Group – Approval of the 2021 Budget.
- Establishment of strategic objectives for 2021 – Establishment of strategic objectives on which the Company's Risk Map is based.
- Remuneration of directors. Application of principles of balance and moderation to the remuneration of the Chairman, the Chief Executive Officer and members of the Board of Directors.
- Analysis of the political situation and legislative changes. Preparation of internal actions for different political and/or legislative scenarios – Ensuring compliance with internal rules.
- Supervision of the activity of the different areas of the company.
- Promotion of Corporate Governance, Approval of the Sustainability Report - Statement of Non-Financial Information.
- Analysis and approval of corporate transactions

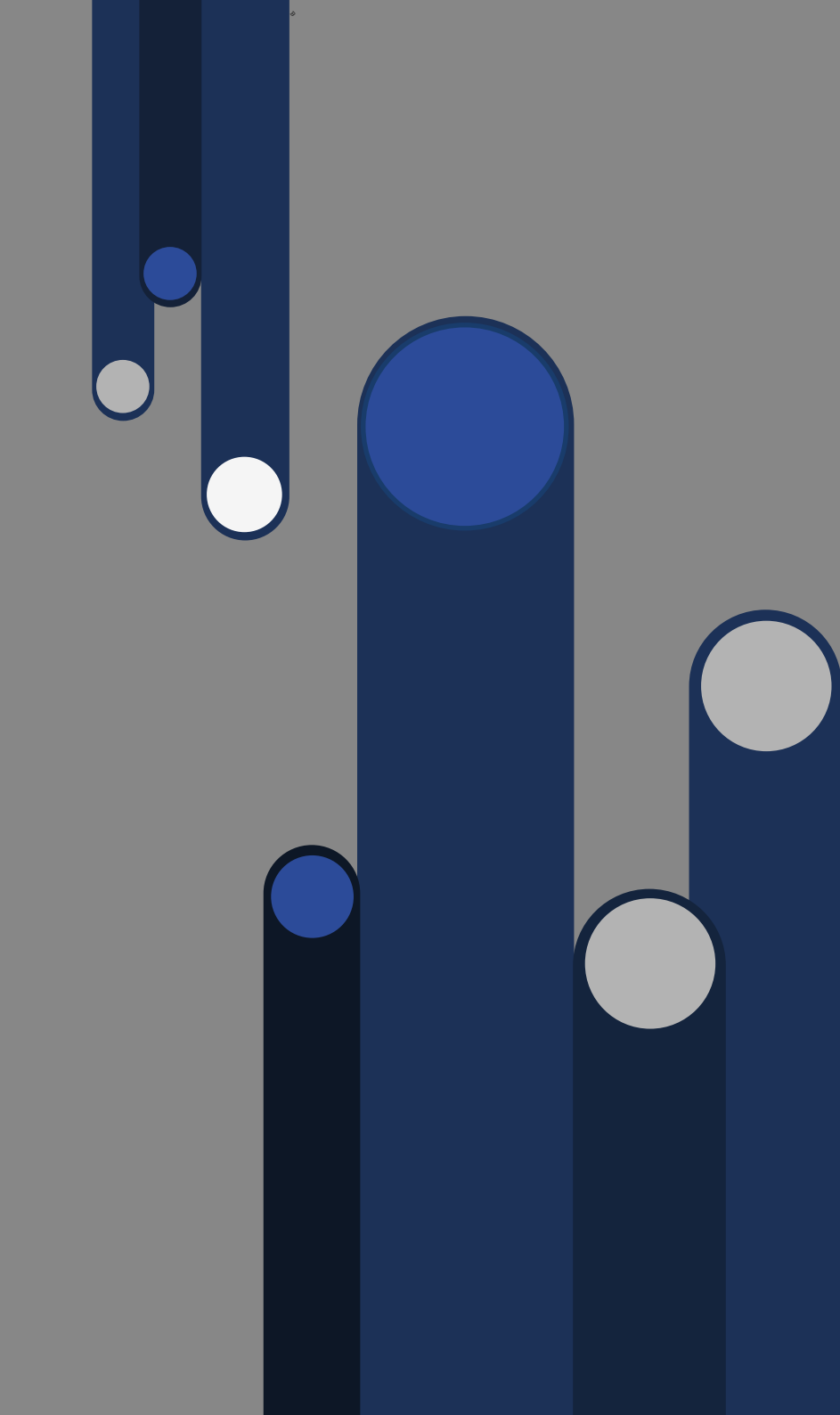
Summary of remuneration (thousands of euros)

Name	Total 2021 cash remuneration	Gross profit from shares or consolidated financial instruments	Remuneration due to savings plans	Other remuneration	Company total for 2021
MR ALEJANDRO ECHEVARRÍA BUSQUET	3,071	53	-	-	3,124
MR PAOLO VASILE	1,927	170	-	-	2,097
MR FEDELE CONFALONIERI	139	0	-	-	139
MR MASSIMO MUSOLINO	953	25	-	-	978
MR MARIO RODRÍGUEZ VALDERAS	761	20	-	-	781
MR MARCO GIORDANI	143	0	-	-	143
MR NICCOLÓ QUERCI	127	0	-	-	127
MS GINA NIERI	115	0	-	-	115
MR BORJA DE PRADO EULATE	119	0	-	-	119
MR JAVIER DIEZ DE POLANCO	163	0	-	-	163
MS CRISTINA GARMENDIA MENDIZABAL	147	0	-	-	147
MS CONSUELO CRESPO BOFILL	159	0	-	-	159
TOTAL	7,824	268	-	-	8,092



BUSINESS MODEL

MEDIASETespaña.



SUCCESS MODEL

- BUSINESS MODEL
- KEY SUCCESS AND DIFFERENTIATION FACTORS
- STAKEHOLDERS RELATIONS
- PARTNERSHIPS FOR SUSTAINABILITY



BUSINESS MODEL

PURPOSE: TO KEEP CITIZENS COMPANY THROUGH ENTERTAINMENT

Main resources

- Availability of **financial resources**
- **Technical and technological resources and cutting-edge infrastructure**
- **Creative talent**
- **Business relationships** that ensure access to cutting-edge programming
- **Wide range of media outlets**
- Solid **business relationships** with advertisers
- **Constructive relationship** with regulatory bodies in the audiovisual sector
- **Licensing of flagship programming**
- Sustainable use of **natural resources**
- Sound management of the **supply chain**

What we do and how we do it

Value chain

CONTENT PRODUCTION	BROADCASTING AND DISTRIBUTION OF CONTENT	ADVERTISING SALES AND CONTENT	AUDIENCE ANALYSIS
• Internal / external creators • Intellectual property • Licences and derivative products • Trademarks CONTENT PURCHASE • Broadcast rights management	• TDT • Webs/app • Pay TV platforms, HbbTV, OTTs and international TV • Cinema and home video • News agency	• Internal / external creation of TV and digital advertising pieces (webs, OTT, HbbTV, social media) • Sale of content	• Analytics and Metadata
SUPPORTING CORPORATE AREAS			

Management model

ANNUAL CORPORATE GOVERNANCE REPORT Board of Directors, Executive Committee, Audit and Compliance Committee Appointments and Remuneration Committee	RISK MANAGEMENT Risk Committee; Acquisitions Committee; Compliance and Prevention Unit; Security Management Committee, Data Protection Unit	CONTENT MANAGEMENT Editorial Committee; Content Committee; Fiction Committee; Digital Committee	ADVERTISING MANAGEMENT Advertising Committee	HUMAN RESOURCES MANAGEMENT Workers' Committee; Equality Committee
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What sets us apart

- **Attractive audiovisual content** for the audience
- **Multichannel and multiplatform offer**
- **Cross-cutting nature of content**
- **Solid financial position**
- **Commercial policy of short blocks** in prime time, multiplatform offer and superspot
- **Unique richness of targets**
- **Ability to deal with change** quickly



VALUE CREATED

- ENTERTAINMENT VALUED BY THE AUDIENCE AVERAGE SCREEN SHARE

28.2%

- SUPPORT FOR SOCIAL CAUSES

10,547

- GOVERNMENT

92,461

- INVESTMENT IN AUDIOVISUAL RIGHTS

112,425

- DIRECT EMPLOYMENT

1,585

- INVESTMENT IN ENVIRONMENTAL IMPROVEMENTS

3,092

- SUPPLIERS

373,465

Data at 31/12/2021

The economic data are expressed in thousands of EUR .





MEDIASET IN THE 2021 WORLD

CONTENTS:



FINISHED
PRODUCT



FORMAT

Finished product refers to the sale of audiovisual content, as broadcast in Spain, for its distribution. In 2021, sales were carried out in USA, Puerto Rico, LatAm, Brazil, Uruguay, Mexico, Slovakia, Lithuania, Latvia, Estonia, Croatia, Serbia, Montenegro, Bosnia, Bulgaria, Russia, CIS, MENA, Italy, Finland, France, Belgium, Switzerland, Luxembourg, Andorra, Australia, Japan, Philippines, India.

Format refers to the sale of rights for the adaptation of the original idea for the creation of a local version. In 2021 it was carried out in Portugal, Italy, Chile, USA, Greece, France, Hungary, Serbia, Philippines, Sweden, United Kingdom, Puerto Rico, Ukraine.

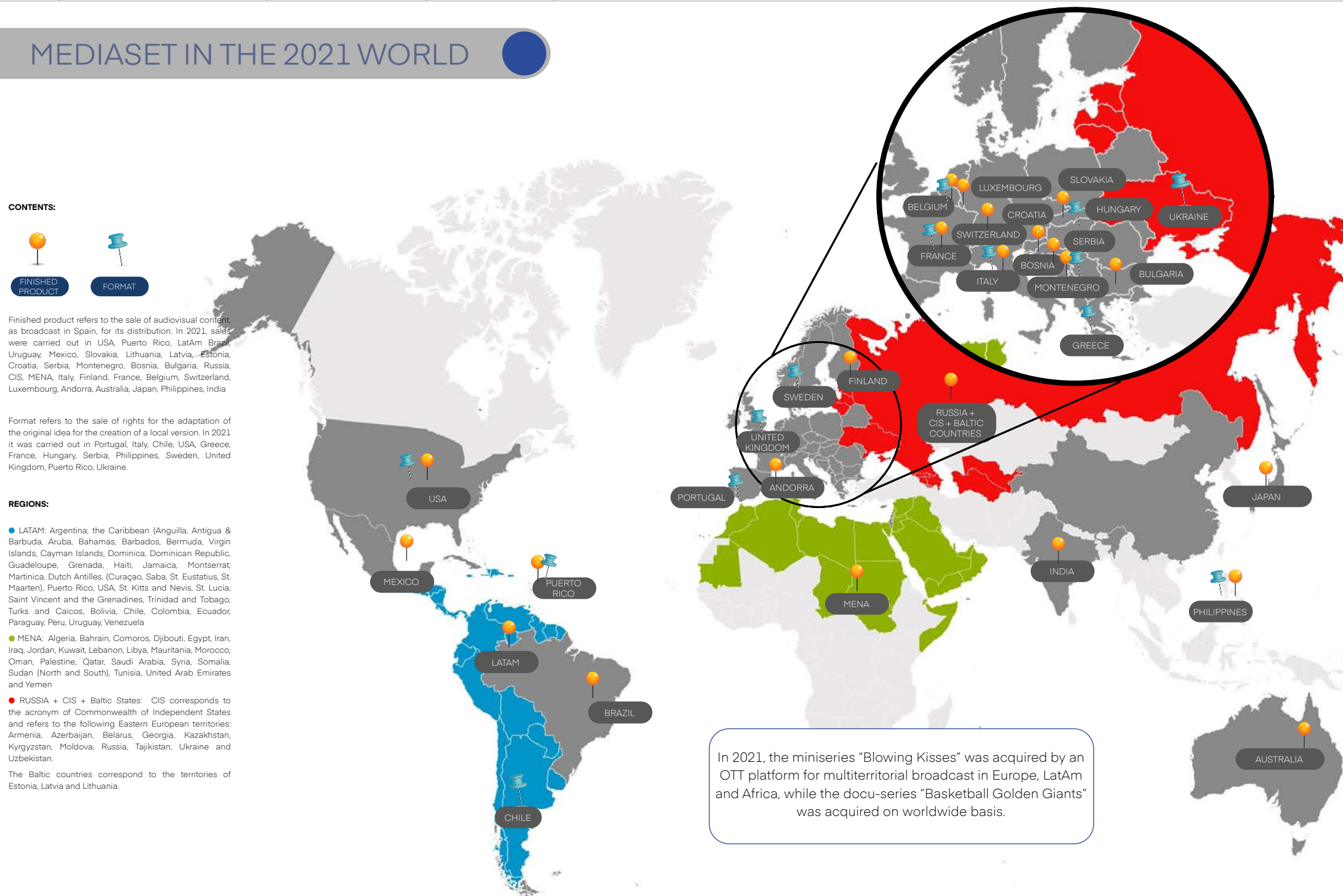
REGIONS:

● **LATAM:** Argentina, the Caribbean (Anguilla, Antigua & Barbuda, Aruba, Bahamas, Barbados, Bermuda, Virgin Islands, Cayman Islands, Dominica, Dominican Republic, Guadeloupe, Grenada, Haiti, Jamaica, Montserrat, Martinica, Dutch Antilles, (Curaçao, Saba, St. Eustatius, St. Maarten), Puerto Rico, USA, St. Kitts and Nevis, St. Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos, Bolivia, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay, Venezuela

● **MENA:** Algeria, Bahrain, Comoros, Djibouti, Egypt, Iran, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Syria, Somalia, Sudan (North and South), Tunisia, United Arab Emirates and Yemen

● **RUSSIA + CIS + Baltic States:** CIS corresponds to the acronym of Commonwealth of Independent States and refers to the following Eastern European territories: Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Ukraine and Uzbekistan.

The Baltic countries correspond to the territories of Estonia, Latvia and Lithuania.



In 2021, the miniseries "Blowing Kisses" was acquired by an OTT platform for multiterritorial broadcast in Europe, LatAm and Africa, while the docu-series "Basketball Golden Giants" was acquired on worldwide basis.



KEY SUCCESS AND DIFFERENTIATION FACTORS

To ensure the sustainable development of its business project, Mediaset España must have a team with the skills and attitude necessary to successfully perform their assigned roles, who understand and are committed to the values and expected behaviour that must guide their actions.

The wide variety of content offered by Mediaset España to the market, through a diverse range of media that allow viewers to enjoy a unique experience according to their tastes, preferences and availability, is one of the fundamental elements underpinning the business' success.

The flexibility of its model, together with the speed with which it addresses changes, if a programme must be replaced or a new programme broadcast, enables Mediaset España to offer a wide range of programming.

Talent

Align talent-strategy The training policy makes it possible to adapt the training to the needs of each position, providing refresher and advanced courses for Executives and developing the skills among staff that are in keeping with the business	Identification of future needs The grant holders and trainees policy, training agreements, selection of the best students of the Master's Degree in Audiovisual Content Creation and Management or the programme called 'Showrunner: <i>Aula de ficción</i> ' (Fiction Classroom), or talent recruitment programmes, make it possible to supplement current staff capacities and ensure access to the best professionals.
Attract talent present in digital content dissemination windows, linking renowned streamers with special actions of Group programmes.	Fostering commitment Through measures such as employee benefits, work-life balance measures and Equality Plans, the company fosters a friendly and beneficial working environment, which contributes to obtaining the individual commitment of staff.
Critical talent retention The training and development policy, together with an appropriate system of recognition and financial compensation, ensures the long-term retention of people with the talent and skills necessary for the sustainable success of the business.	

Multichannel offer

Channels Through the main channels and the new generation channels, Mediaset España offers unique content for different groups
Platforms Through the different content distribution platforms, Mediaset España extends its service beyond the television set, with its own websites for each channel, with applications for mobile devices and considerable presence on social networks.

Flexibility of the model

Solid financial resources Allows the company to acquire premium content and formats for its viewers.	Human Resources Available for each programme, they continuously monitor each production and ensure coordination with the programming area, in order to plan the schedule of each channel.
State-of-the-art facilities and equipment Ensure both in-house and third-party production synergies.	Digital transformation It makes it possible for the audiovisual content broadcast to adapt perfectly to any viewing window and with the best user experience, responding to the new forms of audiovisual consumption.
Innovation in formats capable of attracting the most dynamic audiovisual consumption audiences, generating the most attractive mix for advertising investment in television and digital media.	Capacity to anticipate figures and formats that may arouse interest in the audience.



STAKEHOLDER RELATIONS

Mediaset España has a wide range of groups that have an impact on the business' activities or are affected by them. The main business areas are involved in identifying these groups, under the coordination of Corporate General Management.

To understand and respond to the expectations of the main stakeholders, Mediaset España has established various channels of communication and dialogue, paying special attention to facilitating the most appropriate ones for each group.

MAIN STAKEHOLDERS AND TOOLS FOR COMMUNICATION AND DIALOGUE

EMPLOYEES

- ∞ HR Division
- ∞ Corporate Intranet
- ∞ Employee Portal
- ∞ Notice Boards
- ∞ HR App
- ∞ Equality Agent
- Health and Safety Committees
- ∞ Workers' Committee and Trade Union Representatives
- ∞ Ethical mailbox

SECTOR ARTISTS AND PROFESSIONALS

- ∞ Dept. Artistic contracting
- ∞ Div. Special products

SHAREHOLDERS AND INVESTORS

- Annual Reports
- Annual General Meeting
- Presentation of results and webcast
- ∞ Roadshows
- ∞ Working breakfasts
- ∞ Meetings and conference calls
- ∞ Shareholders Office (Tel. 91 358 87 17)
- ∞ Investor Relations
inversores@mediaset.es
(Tel. 91 396 67 83)
- Non-financial rating agencies

GOVERNMENT

- ∞ Spanish Securities Market Commission (CNMV)
- ∞ Spanish National Markets and Competition Commission (CNMC)
- ∞ Directorate General of Telecommunications and Audiovisual Management Services (Ministry of Economic Affairs and Digital Transformation)
- ∞ Directorate General of Gaming Regulation (Ministry of Finance)
- ∞ Ministry of Culture
- ∞ Spanish Data Protection Agency (AEPD)
- ∞ Institute of Cinematography and Audiovisual Arts (Ministry of Culture)
- ∞ Joint Monitoring Committee of the Self-Regulation Code

COMMUNITY

- ∞ Collaboration agreements with educational centres
- ∞ Social organisations:
Corporate General Mgmt.
corporativo@mediaset.es
- ∞ Employment Portal
http://www.rrhhempleo.telecinco.es/
- ∞ Exercising Privacy Rights
privacidad@mediaset.es
- ∞ Corporate Responsibility
corporativo@mediaset.es
- ∞ Communications Division
mediasetcom@mediaset.es
- ∞ Media
mediasetcom@mediaset.es

SUPPLIERS

- ∞ Purchasing and General Services Mgmt.
- ∞ Website restricted to suppliers
- ∞ E-mail: comprasyservicios@telecinco.es

AUDIENCE, SUBSCRIBERS AND USERS

- ∞ Websites for programmes
- ∞ Social Networks
- ∞ Blogs, digital meetings, forums
- ∞ Opinion polls and audience measurement
- ∞ ICMEDIA
- ∞ Asociación de Usuarios de la Comunicación (AUC) (Association of Media Users)

COMPETENCE AND REGULATING BODY

- ∞ Association of Commercial Television in Europe (ACT)
- Joint Monitoring Committee of the Self-Regulation Code
- ∞ Responsible Media Forum
- Self-Regulation Code for Television Content and Children
- ∞ Association of television and radio sales houses (EGTA)

ADVERTISERS

- ∞ Publispaña General Commercial Mgmt.
- ∞ Association for the Self-Regulation of Commercial Communication (AUTOCONTROL)
- ∞ Media Agencies

UNIONS

- ∞ Notice Board
- ∞ Digital notice board on the corporate intranet
- ∞ Workers' Committee
- ∞ Social networks and own blogs

FREQUENCY

- ∞ Continuous
- Annual
- Quarterly
- Three times a year



The **corporate responsibility mailbox** facilitates dialogue with those interested in the company's sustainable management.

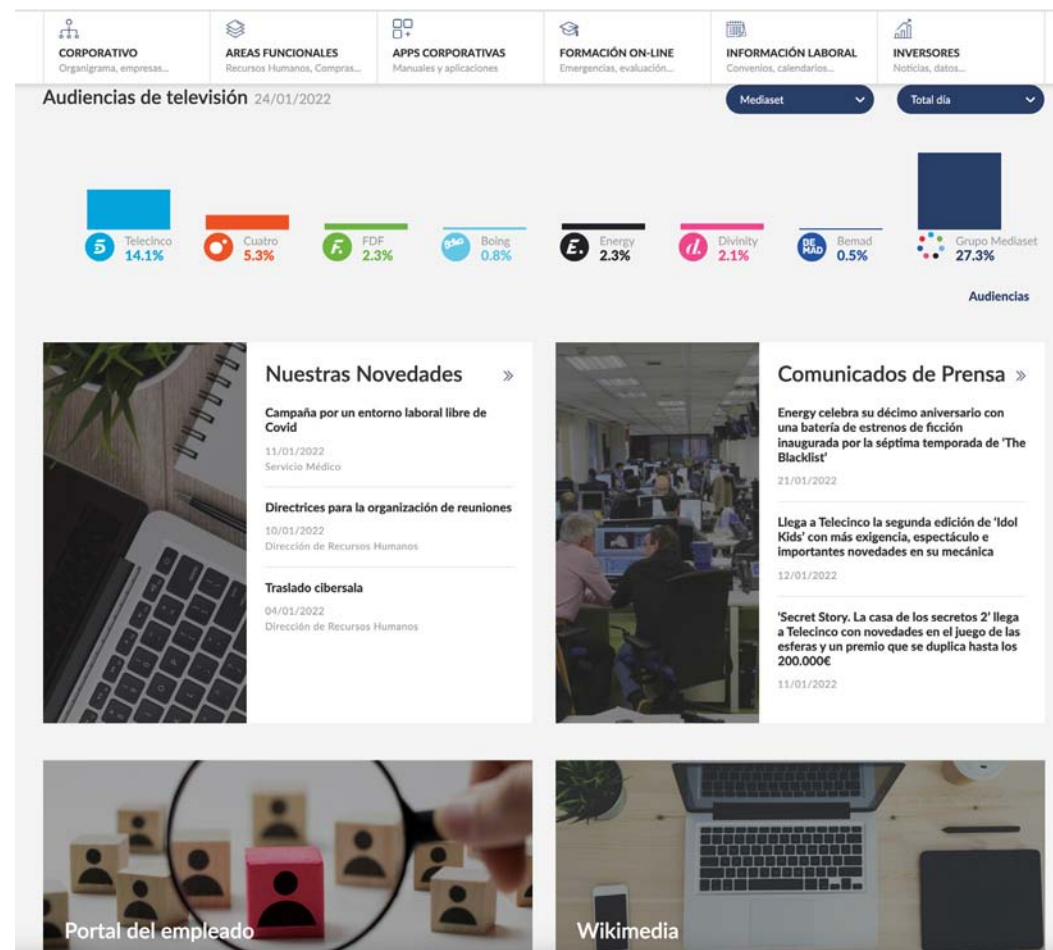
The **employee portal and the corporate intranet** are the main channels of information for staff and their concerns and requests are gathered through the various committees.

Opinion **polls and audience measurement** allow the company to determine whether the content offered appeals to viewers.

The **ethical mailbox** allows people to report any concerns about business practices that are contrary to the values of the Code of Ethics, regulations and good faith.

Interaction with **advertisers is channelled** through media agencies.

The company communicates with shareholders and investors directly through the shareholders office and the investor relations area, as well as through **roadshows, webcasts** and other meetings organised by these areas.



RELATIONS WITH PUBLIC INSTITUTIONS

The Mediaset España Group conveys and pursues, directly or through its participation in sector-leading agents, its legitimate interests before the government and, in particular, the legislative and executive branches, at the state and European level, framing its actions within the framework of the company's Code of Ethics and the current legislation.

In 2021, Mediaset España participated in the public consultation procedure initiated by the Ministry of Economic Affairs and Digital Transformation to obtain assessment on the second version of the Draft Bill on Audiovisual Communication, continuing thereafter with the assessment process and proposal to review this rule, which is still in progress.

It has also continued to be active in representing its interests in relation to the European Commission's regulatory package for regulating a digital single market, which includes the Digital Services Regulation; Digital Markets; E-privacy and Artificial Intelligence.

Mediaset España expects that the implementation of Royal Decree Law 24/2021, which transposes the European Directive on copyrights and similar rights in the digital single market, will help to avoid piracy problems. This can be achieved by reinforcing the responsibility of online service providers that store and facilitate access to a large volume of copyright-protected works uploaded by their users.

With regard to the Digital Service Act (DSA) and the Digital Markets Act (DMA), Mediaset España supports the processing of both legislative proposals, which aim to promote healthy competition in the digital market and update the rules that apply to digital intermediation services, with the ultimate aim of generating transparency in the digital advertising market and limiting the power of digital platforms.

The application of the EU Code of Practice on Disinformation is considered positive, as it subjects operators, mainly those operating on the internet, to standards of rigour and professionalism in line with the criteria applied by media such as Mediaset España. Therefore, this contributes to reducing or controlling disinformation practises that only harm citizens and the media companies, such as Mediaset España, who advocate to ensure that the information offered is high quality and under rigorous control.

PARTICIPATION IN SECTOR-LEADING AGENTS

- Association of Commercial Television in Europe (ACT)
- Self-Regulatory Committee and Joint Monitoring Committee on Television Content and Children
- Association for the Self-Regulation of Commercial Communication (AUTOCONTROL)
- Association of television and radio sales houses (EGTA)





PARTNERSHIPS FOR SUSTAINABILITY



Since 2017 Mediaset España has been a member of the **Responsible Media Forum**, an international partnership between the leading media companies to identify and take action on the social and environmental challenges facing the sector.



Since 2016 Mediaset España has been a member of the **Climate Change Cluster**, a business forum for leadership, knowledge, exchange and dialogue on climate change, coordinated by Forética as the representative in Spain of the World Business Council for Sustainable Development.



Since 2016 Mediaset España has been a member of the **Transparency, Good Governance and Integrity Cluster**, a business forum for leadership, knowledge, exchange and dialogue in this area, with a special focus on the value of transparency and good governance in companies and their impact on the market.



Mediaset España is a member of the **Fundación Seres**, which fosters the commitment of companies to improving society, through responsible actions aligned with the company's strategy, generating value for both society and the company. Since 2018 Mediaset España has been participating in the Laboratorio de Inversores which analyses and promotes socially responsible investing.



Since 2007 Mediaset España has been committed to adhering to the **United Nations Global Compact**, an international initiative the purpose of which is the voluntary commitment to corporate social responsibility by entities, through the implementation of Ten Principles based on human, labour, environmental and anti-corruption rights.



Since 2009, Mediaset España has participated in the **Carbon Disclosure Project (CDP)** analysis process, responding to its questionnaire on Climate Change. The initiative launched by the United Nations in 2000 maintains the world's leading database of self-reported and business information on climate change, with the aim of providing solutions to climate change, revealing meaningful information for business, policy and investment decisions.



Since 2008, Mediaset España has been a member of the **FTSE4Good Index**, an index that recognises the levels of environmental management, human rights and labour policy, as well as compliance with certain standards in terms of working conditions in the supply chain and the rejection of corruption, among others.



Since 2012, Mediaset España has been a member of the **Association of Spanish Broadcasters**, the purpose of which is to promote measures that reinforce legal certainty in relation to the issuance of listed securities; to improve the legal framework and the development of high corporate governance standards; to improve communication between companies and their shareholders and to promote dialogue and cooperation with the government and, in particular, with the CNMV.



Mediaset España is a member of the **EGTA** which aims to help its members to protect, grow and diversify their business around content edited and broadcast on a linear basis by their TV channels and/or radio stations.



STRENGTH OF A COHERENT STRATEGY

In 2021, Mediaset España demonstrated that the solidity of its strategic pillars allows it, not only to achieve its objectives, but also to successfully develop its business in the face of an unexpectedly adverse context.

1. CULMINATION OF THE TRANSFORMATION OF MEDIASET ESPAÑA INTO AN AUDIOVISUAL COMPANY BASED ON THREE MAIN LINES OF ACTION

a. Maintaining the leading position in the television market: (i) audience, (ii) advertising share and revenue, and (iii) profitability.

Mediaset España Grupo has transformed itself into a leading audiovisual group. Bearing in mind that its origin and core business are those of a television station under the free-to-air TV model, its priority objective remains the same — to be a leader in profitability thanks to its excellent capacity to maximise advertising campaigns with an efficient and competitive programming/production cost structure. The cross-cutting television model implemented by Mediaset allows it to attract different and large audiences that are increasingly better served thanks to the diversity of content offered through its eight free-to-air channels, as well as its digital platforms. In addition, in 2021, Mediaset promoted the marketing of advertising on HbbTV and social media with good results. It has also promoted the Mitele Plus platform with new formats and content created exclusively for this medium, consolidating its subscribers by more than 200,000.

Mediaset has also launched and will continue to create new programme brands that will bolster its leadership as an audiovisual company. The leadership in advertising share, revenue and profitability is backed by the financial and operational data obtained.

b. Promoting profitability on the internet.

The internet is one of the strongest drivers in the growth of the Group's audiovisual offer. Mediaset is managing to balance the coexistence of television programmes and brands with their broadcasting on the MitelePlus platform. In addition, it has been able to create new specific content for the digital world that has been launched directly online.

All of the above has been achieved and will continue to be achieved under one principle: mandatory profitability, our Group's basic strategic objective. The Group's initiatives to strengthen its digital platforms through the distribution of its content have paid off. In this regard and taking into account that part of the strategy will revolve around the development of the digital business, the Group continued to increase coverage without jeopardising the profitability of the internet activity. Mediaset España integrates the entire offer through its different channels either by free-to-air services, web platform, apps, platforms for mobile phones and tablets and other new types of distribution that may emerge.

As we mentioned in the previous section, the new free-to-air and pay digital platform is a vehicle for a multidisciplinary audiovisual offer. We been able to incorporate new audiences that complement Mediaset's core audience.

c. Promoting partnerships in the production and exploitation of audiovisual content.

Mediaset España is a leading audiovisual company in broadcasting and content production. As a result of this and the emergence of new customers for audiovisual products, the Group has been promoting partnerships with the new OTT and TV platforms for the sale of series, films, programmes, etc., as well as formulas for the exploitation of these products.

Mediaset has a range of audiovisual products with a multiplatform approach. Broadcasting through its eight DTT channels, the launch of HbbTV, the Mitele and Mitele Plus platforms, the websites of its channels and agreements with major OTT players such as Netflix, Amazon and HBO have positioned Mediaset as the audiovisual leader in the Spanish market. In this regard, Mediaset España has continued to promote Mediterráneo, the first audiovisual conglomerate of production companies at the national level with expertise in diversified content such as entertainment, fiction, cinema, sporting events, digital native formats and branded content. Mediterráneo was launched with a client base that includes Mediaset España and other television channels such as TVE, Real Madrid TV, Telemadrid, Telefé and the BBC, as well as content distribution platforms such as HBO, Netflix and Amazon.

d. Promoting the necessary technological adaptation/evolution and the new ways of working brought about by the COVID-19 pandemic.

In 2021, the Group made investments to maintain the appropriate level of service, both for its website users and for the work of its employees. Significant effort has been made to strengthen controls against cyber risks and the modernisation of facilities and platforms has continued.

Facilities and workplaces have also been adapted in accordance with the prevention measures established for security in the reinstatement of staff to physical facilities.



2. MONITORING OF THE REGULATORY FRAMEWORK AND DEVELOPMENT OF RELATIONS WITH SUPERVISORY BODIES AND PUBLIC INSTITUTIONS

In an environment of continuous regulatory changes, both sector-related and economic-financial (accounting, tax and labour), Mediaset España seeks to adapt itself in the most efficient way to these changes, prioritising strict compliance with the new regulations that come into force.

Mediaset has successfully completed the adaptations to all the new sectoral and competition regulations imposed by the regulator.

In relation to the new regulation of gaming advertising, Mediaset España has implemented alternative measures to optimise income in advertising slots where it is possible to broadcast these types of ads.

Furthermore, an internal training effort has been made to strengthen compliance with the new advertising sales guidelines established by the Spanish Markets and Competition Commission (CNMC).

Finally, since July 2021, the company has been settling the new digital service tax, although the impact is not significant from a business point of view.

3. SCALING OF THE ORGANISATION AND PROCESSES IN A WAY THAT IS APPROPRIATE TO THE COMPETITIVE LANDSCAPE AND THE CURRENT SITUATION DUE TO THE COVID-19 PANDEMIC.

Firstly, it is worth highlighting the Group's remarkable capacity to adapt to the consequences of the COVID-19 pandemic. Since the beginning of the pandemic, the Group has prioritised the occupational health of its workers. Likewise, Mediaset España has always promoted the productivity of its organisation at all levels. This new situation has accelerated the implementation of new ways of working that the Group will gradually optimise. Furthermore, the aforementioned technological evolution, which is also characterised by its dizzying speed, requires the Group to maintain a workforce in keeping with the different transformation processes. Mediaset España wants to safeguard its organisation based on the skills that its employees have demonstrated to date. Their effort, flexibility, commitment, loyalty and productivity have been the factors that enabled the Group to remain a leader in the audiovisual sector.

In the second half of 2021, since the declaration of the end of the state of alarm and lockdown, the Group's workforce has gradually been reincorporated, doing so in a secure environment. Mediaset España has maintained the protocol certification against COVID established by AENOR (Spanish Standardisation and Certification Association).

Finally, Mediaset España has incorporated new employee profiles in line with the new content production needs and new advertising sales strategies. Digital transformation is accelerating this process. This workforce modernisation process includes specific training plans for groups of employees. These plans are aimed at maintaining and improving knowledge in the company's core areas.



INTEGRATED RISK MANAGEMENT

The context in which Mediaset España develops its business is increasingly complex and the level of uncertainty is greater. Understanding and managing risk properly is therefore critical to the business' success.

The Mediaset Group has an Integrated Risk Management System, based on COSO II, which ensures integrated risk management and aims to identify, control and manage the risks that may impact the achievement of the objectives defined.

INTEGRATED RISK MANAGEMENT SYSTEM

BOARD OF DIRECTORS

Senior governing body. Among other duties, this body is responsible for monitoring, following the report of the Audit and Compliance Committee, of the financial and non-financial risk control and management policy, including tax risks and the supervision of the internal information and control systems.

AUDIT AND COMPLIANCE COMMITTEE

Delegated body of the Board of Directors. Among other responsibilities, it is responsible for knowing, checking and supervising the adequacy and integrity of the process of preparing financial information, internal control and risk management systems, ensuring compliance with the Risk Policy.

RISK COMMITTEE

It reports to the Audit and Compliance Committee. This is the body through which the executive risk management functions are carried out in the company's day-to-day operations, establishing the framework for the Group's Integrated Risk Management.

COMPLIANCE AND PREVENTION UNIT

It reports to the Audit and Compliance Committee. Among its duties, it must ensure the application of the Code of Ethics by Group companies and assess their degree of compliance, ensuring compliance with the Internal Rules of Conduct, managing the ethical mailbox and internal investigations, establishing and updating the controls necessary for preventing and detecting criminal behaviour and promoting a culture of compliance.

ACQUISITIONS AND SALES COMMITTEE

It reports to the Risk Committee. It has the task of analysing the economic-financial information of any production, purchase of goods or contracting of services the amount of which exceeds EUR 20,000 per year, or opportunities to buy/sell rights or any other type of sale.

SECURITY AND PRIVACY MANAGEMENT COMMITTEE

It reports to the Risk Committee. Its main functions include reviewing, approving and promoting the Security Policy, as well as monitoring critical security incidents that occur in the Group, proposing and carrying out security plans, as well as verifying the technical security measures defined in the Policy.

DATA PROTECTION UNIT

It reports to Corporate General Management. It has the task of establishing and maintaining the Privacy Model for the processing of personal data.

INTERNAL AUDIT

CONTROL FRAMEWORK

INTERNAL CONTROL OVER FINANCIAL REPORTING (ICFR)

INTEGRATED RISK MANAGEMENT POLICY

CODE OF ETHICS

CRIME PREVENTION AND DETECTION MODEL

REGULATORY COMPLIANCE POLICY

CORPORATE SECURITY POLICY

INTERNAL REGULATIONS IN RELATION TO THE SECURITIES MARKET

OTHER POLICIES AND PROCEDURES





INTEGRATED RISK MANAGEMENT POLICY

IDENTIFICATION

The 'owners' of the business processes of the company's value chain **identify the events** that, if they materialise, may affect the development of the processes and the fulfilment of the objectives of its Management

ASSESSMENT

The 'managers' of the risks (those responsible for carrying out the actions that are part of the business process) **assess the risks** based on their probability of occurrence and their potential impact on the business

RISK MAP

The risk 'managers', together with the Internal Audit Department, **assess whether to include in the company's Risk Map those events that pose a potential threat** to the achievement of Management's objectives.

ACTION PLAN

Risk owners/ managers **define the actions required** as specific control mechanisms for each risk identified.

MONITORING

The Internal Audit Department **supervises and monitors** the execution of the controls defined in the Action Plan. Reviews (half-yearly) and updates (annually) the Risk Map.

The Integrated Risk Management Policy establishes the risk assessment and identification guidelines, the responses to them, as well as the control and supervision activities. Under this framework, the company has mapped all the processes that involve business and structural operations, so that those that are key and critical to achieving the strategic objectives — and on which periodic tests are carried out to ensure they are properly fulfilled — are identified.

The Mediaset Group rejects any practise of **corruption, bribery, scam or any other conduct classified as a crime** by the Spanish Criminal Code [*Código Penal*] and is fully involved in strict compliance with the legal system. The Code of Ethics, together with the Regulatory Compliance Policy and the Crime Detection and Prevention Protocol, establish the framework for action to prevent and avoid actions that could be considered corrupt practices or any behaviour that could be considered a crime under the Criminal Code.

The Mediaset Group has defined an anti-corruption management framework control structure where the Board is the highest decision-making body, the Audit and Compliance Committee is the supervisory and control body of the Criminal Risk Prevention Model, the Compliance and Prevention Unit is the body responsible for managing, supervising and monitoring the Crime Prevention Model, collaborating with the Audit and Compliance Committee in developing its competences.

The Compliance Model establishes a series of controls carried out periodically by the different business areas to mitigate those risks. This control process is carried out for both companies of the Group and those that may potentially form part of it. For the latter, during the due diligence phase, all the measures that the company, under review, has implemented in anti-corruption matters are duly requested and analysed.

Finally, the Group has a mechanism to identify business partners that may present a high risk of corruption, as described in the above Protocol and in the due diligence procedures established for that purpose.

PRINCIPLES AND VALUES OF THE CODE OF ETHICS

- Compliance with current legislation
- Business responsibility
- Freedom of information and opinion
- Equal opportunities and non-discrimination

The purpose of Mediaset España's management and fraud alert system is to prevent irregular practices or detect evidence of suspicious transactions. In turn, any employee, manager, director or collaborator of the Mediaset Group who has well-founded suspicions of the existence of practices contrary to the principles and values of the Code of Ethics or to ethics and good faith in business, may report them through the Ethics Mailbox.

CRIMINAL COMPLIANCE SYSTEM CERTIFICATION





GROUP CONTROLS TO MITIGATE THE RISK OF CORRUPTION AND BRIBERY

- Powers of attorney matrix and usage policy
- Separation of duties
- Verification of collections and payments of income and expenditure transactions
- Acquisition process for broadcast and/or format rights
- Purchasing and acquisitions procedure
- Contract signing procedure
- Related-party transactions procedure
- Acquisitions and Sales Committee
- Supplier approval protocol
- Per diem and travel expense procedure
- Procedure for giving and receiving gifts and invitations
- Protocol for making donations and sponsorship management
- Contractual clauses related to criminal risk prevention in contracts with third parties
- Conventional advertising orders associated with a commercial agreement
- Guide to Criminal Compliance in investee companies (not subject to the effective management of the Group)

The Code of Ethics and the Regulatory Compliance Policy of the Mediaset España Group establish the fundamental principles and values by which the company is governed and to which all employees, executives and members of the Board of Directors are subject, as well as subsidiaries and all those persons, individual or legal entities, who maintain any kind of relationship with Mediaset España in the performance of their professional or business activities.

On the other hand, the Code of Ethics, together with the Group's Internal Code of Conduct, establishes the criteria and rules of conduct to avoid situations that may generate a **conflict of interest**. In turn, the Group has a series of procedures that mitigate the risk of conflicts of interest and encourage transparency and good management. In this regard, to avoid potential conflicts of interest in the creation of content and/or its distribution, all content creation assignments are reviewed, analysed and ultimately approved by the Group's Acquisitions Committee.

In 2021, the Related-Party Transactions Procedure has been updated to adapt it to the amendments introduced by Spanish Corporate Enterprises Act [*Ley 5/2021, de 12 abril, de Sociedades de Capital*] ('LSC'), where the most significant changes affect the approval and reporting of related-party transactions. Since 3 July 2021, any related-party transaction (sale of content, loans, salaries, etc.) with a shareholder, an investee or related company of Mediaset España that exceeds or equals 10% of the asset items of the last Annual Balance Sheet approved by the Company, must be approved by the General Shareholders Meeting. In addition, any transaction that exceeds 5% of the above threshold and/or 2.5% of the annual amount of the Group's turnover, must be published on the corporate website and reported also to the Spanish Securities Market Commission. All other related-party transactions will be approved by the Board.

In general, related-party transactions that the Company and its subsidiaries intend to perform will always be in favour of the Group's corporate interest, on market terms, in a transparent manner and without any type of discrimination with regard to third parties in equivalent conditions.

In turn, to detect and resolve possible conflicts of interest between the company and its directors, and to avoid conduct that could be detrimental to the company or its shareholders, various mechanisms are established.

The Compliance and Crime Prevention Unit is responsible for establishing controls for the prevention and detection of criminal conduct, such as corruption in business, influence peddling or fraud and for updating of the Criminal Risk Map annually. This unit is the channel of communication with the Board for any concern or critical matters raised by a worker, supplier or other stakeholder, and reports directly to the Audit and Compliance Committee. In 2021, the Compliance and Crime Prevention Unit did not receive any enquiries/complaints related to corruption or other issues.

The Internal Audit Department monitors the effective application of the corresponding procedures and codes, as well as the procedures in the event of any possible irregularity, fraud or corruption and must submit the case to the Audit and Compliance Committee. As part of the Annual Audit Plan, the risks related to corruption or other criminal behaviour are analysed in the lines of business that have the highest incidence in the Group. In 2021, these risks were reviewed in all the Group's business units and four potential risks were detected and mitigated by applying the corresponding control measures.

ETHICAL MAILBOX

- The Compliance and Prevention Unit receives the information and assesses its veracity and credibility
- It submits those that it deems to be well-founded to the Audit and Compliance Committee, which assesses whether to initiate an investigation
- Obligation to guarantee and ensure the protection of the privacy and confidentiality of the information received and the persons involved
- Half-yearly dissemination of its operation through pop-up
- Awareness raising campaign, at least twice a year
- In 2021, a query was received related to compliance with the safety measures that employees must follow in COVID prevention.

In October 2021, the Corporate Ethical Mailbox Management Procedure was updated to adapt to the national transposition of Directive 2019/1937 on the protection of persons reporting infringements of EU law, known as the whistleblower directive.



Any purchase of goods and services is regulated by the acquisition and contract signing procedures, and the Purchasing and General Services Department is in charge of supervising the management.

SUPPLY CHAIN MANAGEMENT CONTROLS

- Acquisition Committee: approval of all purchases over EUR 20,000
- Contract signing: mandatory for all requests for the procurement of services and for the purchase of goods for an amount exceeding EUR 150,000
- Supplier approval protocol prior to contracting of goods or services
- Personal Data Protection Clause in all contracts
- Assessment of the need to take out third-party liability and damage insurance
- Compliance with Occupational Hazard Prevention requirements for suppliers providing services at the Group's facilities
- Clauses to ensure responsible corporate behaviour

CONTROLS TO MITIGATE THE RISKS OF ANTI-COMPETITIVE BEHAVIOUR, UNFAIR COMPETITION OR MONOPOLISTIC PRACTICES

- Code of Ethics
- Regulatory Compliance Policy
- Internal guide on Publiespaña's commercial policy

2021 TRAINING IN ANTI-CORRUPTION PROCEDURES

GENERAL COMPLIANCE
MODEL

89
PARTICIPANTS
438
HOURS

CYBERSECURITY
COMPLIANCE

138
PARTICIPANTS
968
HOURS

TRAINING RELATED
TO CRIME AGAINST
THE MARKET AND
CONSUMERS

80
PARTICIPANTS
160
HOURS

RISK MAP

The risk map, which is approved annually by the Audit and Compliance Committee and addresses potential financial and non-financial business risks, is reviewed every six months in order to identify any risk factor that could have a negative impact on the Group's operations or results, and the review is also submitted to the Audit and Compliance Committee and the Board of Directors. Quarterly, the Risk Committee reviews the KRIs.

During the review process, the expectations that the main managers of key business areas, investors, regulators, customers and suppliers may have of the company are taken into account, as well as relevant internal or external events that could potentially impact the activity, legislative developments and recommendations for good practices that may be applicable to the management of the business.

In February 2021, the risk map was prepared and subsequently revised in October 2021.



MAIN RISKS AND MANAGEMENT MECHANISMS

MAIN RISK	DESCRIPTION	STRATEGIC OBJECTIVE	MANAGEMENT MECHANISM	IMPLEMENTED	MANAGED	INDICATORS	IMPACT SPEED
FAILURE TO COMPLY WITH THE REGULATORY FRAMEWORK	Significant regulatory changes or changes in the interpretation of existing regulations on accounting, tax, criminal, labour, competition and data protection matters, as well as the regulation of the audiovisual and advertising sector itself, which may affect the development of the business and the fulfilment of strategic objectives.		The Group has set up a working team where any regulatory change is analysed in detail by senior management, so that any unforeseen decision can be mitigated immediately, reducing its impact on the company as much as possible. At the same time, given the regulator's continuous monitoring of the content broadcast by the channels, the Group has developed the processes and implemented the appropriate precautionary measures, at the editorial control level, to ensure that the restrictions on broadcasting content during protected hours are not violated and that such content is duly catalogued and the viewer is notified in advance. The advertising management systems implement controls to comply with legal obligations regarding the advertising blocks that can be programmed into the schedule. On the other hand, through the company's Institutional Relations area and as a member of leading sector associations, the Group participates in the development of regulatory frameworks related to business activities. However, it should be borne in mind that the criteria for assessing the broadcasting of content is entirely subjective and, therefore, it is difficult to eliminate this risk completely.	Publication of Royal Decree 958/2020, of 3 November, on commercial communications for gaming activities, publication of Spanish Law 4/2020, of 15 October, on the Tax on Certain Digital Services [<i>Ley 4/2020, de 15 de octubre, del Impuesto sobre Determinados Servicios Digitales</i>] and of the Royal Decrees related to COVID-19.	With respect to the decree related to the restriction on the broadcasting of advertising for gaming activities, Mediaset is analysing alternative measures to optimise revenues in advertising slots where these may be broadcast. In relation to the new legislation on the new digital service tax, the company is performing quarterly settlements, in which case, its impact is non-material for 2021. Lastly, the Group has rigorously complied with all legislation on occupational safety and prevention related to COVID-19 protocols.	'1. Advertising revenue from operators of gaming activities. 2. Digital services tax accrual expense 3. Number of cases of infection and reinstated personnel'	FAST
LOSS OF TV COVERAGE AND A DROP IN CONSUMPTION ON OTHER PLATFORMS	The expansion of the TV offer with the incorporation of OTT platforms and social media, together with new consumption patterns with a more on-demand focus, may lead to a decrease in TV consumption and, consequently, a loss of coverage and exposure of free-to-air TV.		Mediaset España is taking advantage of all the opportunities that the audiovisual market is offering in its transformation. Apart from consolidating its position as a leader in free-to-air television, the company has developed a strategy of consolidating its web platforms, creating new digital channels and strengthening social networks and partnerships with the main OTT platforms for the distribution of some of its content.	YES	Mediaset España has increased investment to be able to offer its audiovisual products on other consumer platforms. In addition, it is implementing new forms of content distribution and production with the vision of having 360 in the audiovisual environment.	Free-to-air TV consumption - Kantar Media and Comscore for digital audiences	FAST
ADVERSE POLITICAL AND MACROECONOMIC ENVIRONMENT	The television business is directly related to economic growth and, therefore, this is an external factor that has a direct impact on the business. The exit from the pandemic is improving all macroeconomic indicators, although this is not reflected in TV advertising investment at the moment. Possible threats to the economic context may affect the recovery of the audiovisual sector.		The Group has adopted measures aimed at cost control, both in relation to its business and structure, which will be long-lasting given the current economic situation. Mediaset España is also focusing on diversifying its dependence on advertising revenue, including the sale of content rights to OTT platforms and new digital revenue streams.	YES	Mediaset España has applied its cost management know-how to minimise the impact of the pandemic on its profit and loss account.	'1. Evolution of advertising investment 2. Change in GDP'	VERY FAST



LEADERSHIP IN THE FREE-TO-AIR TV MARKET



MULTIPLATFORM CONTENT OFFER



ADAPTATION TO THE REGULATORY FRAMEWORK



ORGANISING PEOPLE AND IMPROVING ORGANISATIONAL PROCESSES

SLOW (>12 months) **FAST** (6-12 months) **VERY FAST** (<6 months)



MAIN RISK	DESCRIPTION	STRATEGIC OBJECTIVE	MANAGEMENT MECHANISM	IMPLEMENTED	MANAGED	INDICATORS	IMPACT SPEED
COMPETITORS AND MARKET CONDITIONS	Strong competition in the audiovisual sector where the high level of fragmentation is accentuated by the entry of new players in the market. Therefore, not only is there greater competition for acquiring attractive content for users and advantageous economic conditions for the company, but new creators and broadcasters of their own audiovisual content are also emerging.		Mediaset España is strongly committed to the promotion of all content distribution platforms, with Television as the main platform. It is also pursuing initiatives that try to merge TV content with the digital environment.	It is true that new competitors have appeared, such as social media.	Mediaset España continues to focus on multimedia and, to that end, has created specific sales and marketing teams for the digital arena. It continues to invest in the ongoing development of its multimedia platforms.	Audience data on DTT and on-line channels. Sales of fiction products and other programmes.	FAST
	At the same time, new content platforms are not subject to the same obligations and limits as television channels.		Mediaset España continues its strategy to boost its products with the purchase of new events, as well as to strengthen its entertainment and fiction products to successfully compete on the market.				
	These new platforms lead to a change in content consumption habits that impacts television consumption.		Mediaset España has created Producciones Audiovisuales Mediterráneo to promote the production of fiction series and other programmes, as well as the sale of these products.				
LOSS OF LEADERSHIP	Threat of possible loss of leadership in the advertising share and/or profitability of TV in favour of the digital environment, due to a change in content consumption methods.		From a leadership in profitability standpoint, Mediaset España meticulously monitors the state of the advertising market, in order to achieve the right mix of billings - costs - profitability, without affecting its leadership in audience share.	NO	N/A	Value of advertising share achieved by the Group with respect to total investment, both in TV and in digital media.	FAST
	Mediaset España owns many brands, both corporate and product brands associated with its programmes, so it is exposed to situations that may threaten its corporate image, that of the channels it broadcasts and that of its programmes.		To this end, the company maintains its operational scheme by broadcasting most of its programmes as in-house productions, achieving an increased capacity to contain costs. Mediaset España is attempting to bolster its audience leadership through its products and brands.				
REPUTATIONAL DAMAGE			The Communications Department is responsible for safeguarding the corporate image by continuously monitoring any news or activity that could lead to a crisis that could have an impact on the image of Mediaset España. In coordination with the Multiplatform Department, it also monitors any new developments on social media.	NO	N/A	Number of incidents affecting the Group's reputation.	VERY FAST
			The company has also improved coordination with programme producers to reduce its reaction time. As soon as a potential conflict is detected, the Communications Department coordinates, informs and advises the CEO in order to take the necessary measures in this regard. Mediaset España collaborates through projects/campaigns related to equality, environmental protection, health protection, awareness raising on data protection and privacy, and is committed to education as a means to achieve a better society.				



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MAIN RISK	DESCRIPTION	STRATEGIC OBJECTIVE	MANAGEMENT MECHANISM	IMPLEMENTED	MANAGED	INDICATORS	IMPACT SPEED
FINANCIAL	The economic situation increases the risk of liquidity and collection of sales made.		Mediaset España monitors the risk of its clients, classifying them according to the risk and requesting sufficient guarantees to ensure that defaults are as low as possible.	NO	In 2021, Mediaset España maintained its sources of liquidity with banks.	1. Percentage of bad debts. 2. Evolution of the exchange rate	FAST
	The valuation of the Dollar against the Euro impacts the television business, since the company buys audiovisual rights in markets that operate with this currency.		The company has contracted the appropriate hedging instruments and exchange rate insurance to mitigate a possible negative impact.				
TECHNOLOGICAL CHANGE	The constant and ever faster technological evolution has an impact on the way we consume television. Failure to adapt infrastructures, systems, applications and platforms to this evolution can have a negative impact on the business' sustainability.	 	Mediaset España monitors the evolution and the effect that technological change may have on television, making the appropriate investments to develop adapted technologies and infrastructures.	YES	In 2021, Mediaset España continued the investments in digital transformation in different areas of the company, as well as firm commitment to the HbbTV technology.	Percentage of approved investment and ongoing or completed projects.	SLOW
PIRACY	Technological progress and the decline in associated costs increase the possibility of unauthorised access to musical and audiovisual content. This can lead to such content being shared rapidly by users of new technologies, without the authorisation of the legitimate owners of the rights and without paying the corresponding royalties.		Mediaset España has solid contracts in place with leading providers for the hosting of its digital archive.	NO	Mediaset España monitors content that is published without authorisation and requires its immediate withdrawal from the corresponding platform	Number of incidents caused by this risk.	FAST
			At the same time, it has defined procedures to control the flow of content to the different platforms and technical audits are carried out to review that they are properly applied. The content that is published on social media without authorisation is continuously supervised and updated. In the case of films, the company has contracted a monitoring system to combat unauthorised access to the content produced, during the period of time in which the film is shown in cinemas.				
CYBER ATTACKS	Damage caused by third parties to the service platforms, resulting in an interruption in the services provided to customers and/or a data breach.	 	'Mediaset España has a Cybersecurity Risk Map for the Group and the corresponding controls and mitigation measures. It has also established periodic reviews, both of users and system vulnerabilities, as well as internal and external audits, and has procedures in place to ensure incidents are properly handled. The Group has a denial-of-service (DOS) attack mitigation service'.	There were no material security incidents in 2021	Mediaset España continuously monitors new viruses/vulnerabilities as they appear.	Number of incidents caused by this risk.	VERY FAST



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MAIN RISK	DESCRIPTION	STRATEGIC OBJECTIVE	MANAGEMENT MECHANISM	IMPLEMENTED	MANAGED	INDICATORS	IMPACT SPEED
LITIGATION	Litigation and disputes that the Group has or may have with third parties in labour, criminal, tax, judicial review or civil and corporate and commercial matters pending final resolution.	 	Mediaset España, through its Directors and advisers, assesses the risk for all litigation and disputes and, in those cases in which the risk is probable and its economic effects are quantifiable, makes the appropriate provisions.	YES Although their impact has been immaterial.	The Legal Department and the rest of the areas affected continuously monitor ongoing litigation.	No. of new proceedings.	SLOW
LOSS OF INTEREST IN THE CONTENT OFFER	Acquisition and/or production of content and/or programming decisions that are not in the best interest of the audience.		The Programming Department has a new product research unit that is continually checking the market for new products. The Group uses Cuatro as an incubator for new programmes. The Group maintains the brands with the largest audience.	NO	N/A	Number of programmes that are cancelled.	FAST
INTERRUPTION OF BUSINESS	Failure in the operation of key business systems or infrastructures that may interrupt broadcasting, with the consequent impact on profitability.		The Group has defined a business continuity plan that guarantees the immediate availability of the key personnel, systems and platforms necessary to continue broadcasting. To this end, it carries out training and makes the necessary investments in infrastructure and technology.	NO	N/A	Number of incidents	VERY FAST
DATA BREACH	Leakage of relevant confidential information (content, financial data, commercial policy or other sensitive business information), which may have a significant impact on the company's ability to achieve its strategic objectives.	 	Mediaset has defined different protocols to ensure the confidentiality of its information. Code of Ethics, Corporate Security Policy, Protocol for reporting information to the CNMV. It also includes privacy clauses in contracts with its suppliers.	NO	N/A	Number of incidents resulting from data breaches	VERY FAST
ADAPTATION OF THE ORGANISATION AND PROCESSES TO THE COMPETITIVE SCENARIO AND SUSTAINABILITY MANAGEMENT MODEL	The processes defined within the organisation do not adapt to the new competitive scenario, whether due to the tasks defined within them and/or due to the lack of staff with the required talent, or the failure to take sustainability and governance parameters into account.		The Group has defined a project plan to adapt the processes. The HR area also includes initiatives for talent management and staff retention, including an employment agreement and remuneration policies. Staff safety is a drive in all processes. Different policies have also been defined for waste management, electricity and water consumption and plastic use. Content production processes carried out abroad take into account current environmental regulations in the area.	YES	Mediaset España has been certified in protocols against COVID-19 through AENOR. Motivation programme for middle and executive management (known as 'drive') Reduction in the use of plastics. Use of energy-efficient equipment/lighting.	Projects in progress Employees leaving the company Sanctions due to breaches of environmental regulations.	SLOW

The risk associated with the possible impacts of climate change, both physical and transitional, exists and has been integrated into the Mediaset Group's Risk Management System. However, given the activity carried out, it does not have a significant strategic or financial impact on the development of the Mediaset Group's audiovisual business, according to management's assessment. Mediaset España has in place a contingency protocol that establishes the actions to be carried out in the event of force majeure that jeopardises the broadcasting of audiovisual content. After the materialisation in 2021 of risks referred to as 'black swans' (e.g., Filomena blizzard), it has become clear that Mediaset España is prepared to maintain its business in operation. This is possible because, on an annual basis, the Group tests the proper functioning of business continuity plans.



LEADERSHIP IN THE FREE-TO-AIR TV MARKET



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SLOW (>12 months) **FAST** (6-12 months) **VERY FAST** (<6 months)

THE AUDIOVISUAL BUSINESS



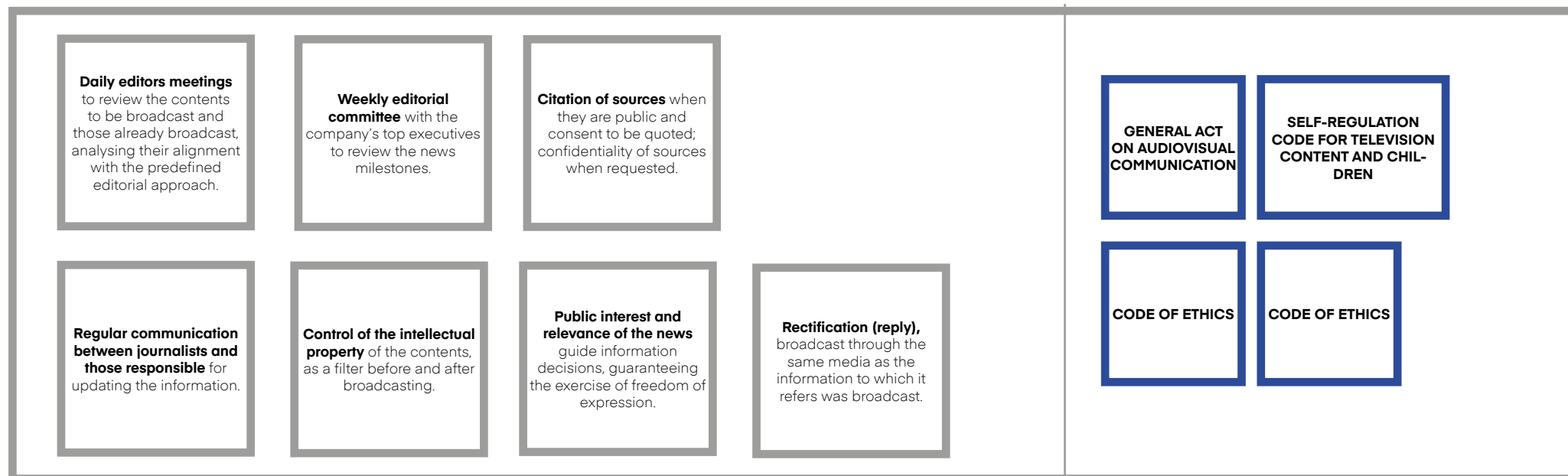
Responsible management of the content issued by Mediaset España is essential to ensure the sustainability of the business.

NEWS CONTENT

Mediaset España news items provide viewers with the data and information necessary to critically assess the facts and draw their own conclusions. They do not express opinions, instead, they carry out journalistic work **applying the principles of veracity, objectivity and independence** in the information they convey, carrying out their work on the premise of **freedom of expression and information, professional secrecy and non-discrimination.**

In turn, any subject or matter to be dealt with in the news requires giving voice to different viewpoints, so that viewers have the possibility of confronting a variety of opinions where criterion prevails over the clamour that may arise from certain information.

CONTROL FRAMEWORK





RIGOUR IN REPORTING AND EDITORIAL INDEPENDENCE

To fulfil the objective of broadcasting **unbiased and credible information**, and given the immediacy of the information and the growing public concern about its veracity—in view of the significant volume of false news circulating—the newsroom of Mediaset España meticulously verifies the source and cross-checks it against other sources.

At the same time, it applies internal management mechanisms to **protect the generation of content from any political, shareholder, technical or** any other kind of interference, guaranteeing the editorial independence recognised and valued by its audience which is the key to securing the social licence to operate.

CONFIDENTIALITY OF SOURCES

To guarantee the protection of privacy on the one hand and the exercise of the right to information on the other, the Group's news programmes cite sources when they are public and consent to being quoted.

The right to information and freedom of expression prevail as long as the news is of public and general interest. However, the Group's news items guarantee the confidentiality of those who wish to provide information anonymously, although in the case of a proven crime, the right to information always prevails. On the other hand, the identity of people who have suffered situations considered risky or sensitive, such as abuse, harassment or suicide, is never disclosed.

CODE OF ETHICS

- | | |
|-------------------------------------|--------------------------------|
| • Public interest service | • Minors |
| • Verification of facts and sources | • Presumption of innocence |
| • Impartiality | • Visual language |
| • Values and independence | • Change and correction policy |
| • Privacy and public interest | |

From an editorial viewpoint, rigorous and independent information is broadcast by **Informativos Telecinco (news coverage)**, which, once again, has intensely worked on bringing current figures closer to an average of 1.8 million viewers and 14.4% share in the calculation of its main editions, which, like the rest of Telecinco's content, has grown in commercial target up to 15.6%. The daily news edition of the 3 pm Informativos Telecinco has been the most watched, with an average of 15.9%, its highest share since 2008, with almost 1.9 million viewers. In turn, the morning edition (12.6% and 187,000) has led with its best data in 13 years.

Throughout the year, Informativos Telecinco reporters and the production team of the ATLAS news agency have covered outstanding news and events, such as the evolution of the global pandemic caused by the SARS-COV 2 virus and vaccination of the population, the assault on the Capitol, the investiture of Joe Biden, the Filomena blizzard, the elections in Catalonia, the arrest of the rapper Pablo Hasél, the early elections in the Community of Madrid, the withdrawal of Pablo Iglesias from politics, the diplomatic crisis with Morocco and the massive arrival of immigrants in Ceuta, the pardon of Procés prisoners and the eruption of the La Palma volcano, to mention a few.





ENTERTAINMENT CONTENT

Entertainment has a strategic place in generalist television programming and its live format continues to be the most popular option among Spanish audiences. Mediaset España fulfils its objective of keeping people company through entertainment, with a strong focus on in-house content production and with live TV as its star format.



CONTROL FRAMEWORK

Production Committee: this committee decides and establishes the general lines of the weekly contents of the in-house programmes and supervises the progress of the productions underway.

Content Committee: addresses issues related to the contents and subject matters of the programmes on the Group's various channels, as well as their scheduling.

Content Department: defines the editorial lines and sends them to the production departments. In turn, they send the editorial lines to the producers so that they can follow them. The Executive Producers of the programmes are responsible for monitoring their proper implementation.

Antena Division: It provides guidelines for content optimisation by providing layouts for commercial breaks, develops programming strategies and analyses results through marketing.

Rating of the contents by age, both of in-house and third-party productions.

Daily analysis of programming and audiences, to establish programming guidelines and adapt the television offer to users' preferences.

Daily content meeting, to coordinate joint strategies for production, promotion and supervision of contents.

GENERAL LAW ON AUDIOVISUAL COMMUNICATION

SELF-REGULATION CODE FOR TELEVISION CONTENT AND CHILDREN

CODE OF ETHICS

EDITORIAL LINES

PROGRAMMING STRATEGY

CLASSIFICATION OF CONTENT



CLASSIFICATION OF TELEVISION CONTENT

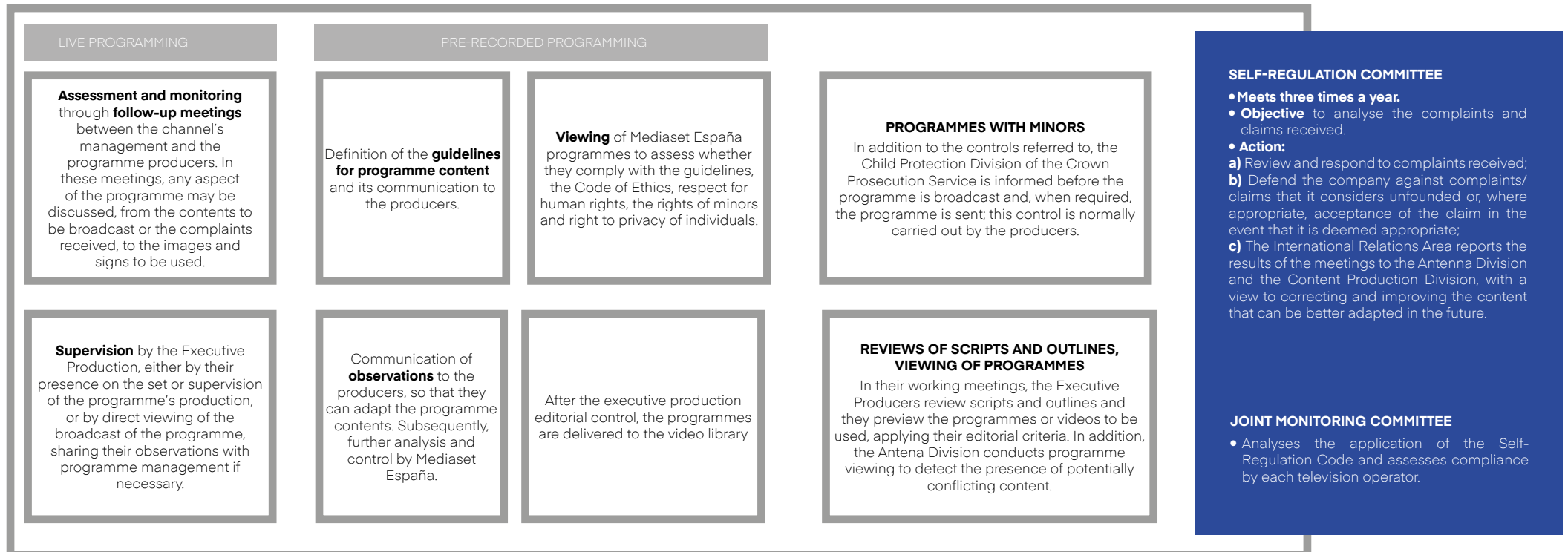
- Application of the system for rating audiovisual products according to age - Self-Regulation Code
- Classification of all television content, except news programmes and live broadcasts (except those that require it)
- Analysis of the presence of any potentially harmful content, both for in-house production and outsourced production
- The time slot in which it may be broadcast is determined by its rating.
- Analysis and proposal for reclassification of audiovisual products (feature films, series) to avoid any gap in the ratings produced by the passing of time.

POTENTIALLY HARMFUL CONTENT



Mediaset España has defined and implemented a control system to evaluate and monitor the content generated, to align the content creation with the company's values, its Code of Ethics and the Content Self-Regulation Code.

CONTROL SYSTEMS





MEASURES TO MITIGATE POTENTIAL CONFLICTS OF INTEREST IN THE CREATION AND DISSEMINATION OF CONTENT

- Code of Ethics
- Policies established
- Working meetings and committees
- Measures for data collection and analysis
- Analysis of potential conflicts (producer hired, format, content, potential partners and customers)
- Robustness of the news channels

FREEDOM OF EXPRESSION AND JOURNALISTIC INDEPENDENCE

Freedom of expression, together with journalistic independence, is reflected and guaranteed in the Group's Code of Ethics, which establishes that journalists must carry out their work in strict compliance with the principles of truthfulness, objectivity and independence in the information they broadcast. To guarantee this freedom and avoid any manner of censorship, we always try to reflect all forms of thought, opinion and current trends that allow us to enjoy truthful information and the formation of a diverse opinion.

AUDIENCE SATISFACTION

DAILY HOUSEHOLD CONSULTATION (THROUGH PEOPLE METRES)

13,954

INDIVIDUALS

5,720

HOMES

QUALITATIVE STUDIES - FOCUS GROUP

11

NEUROMARKETING STUDIES

7

PANEL FOR ASSESSMENT

15

PEOPLE

2,200

PROTECTION OF INTELLECTUAL PROPERTY

The Intellectual Property Management Protocol establishes the framework for managing the rights and duties in this area.

Transfer contracts signed with the producers of the works

Registration, by Mediaset España, of the names of all the programmes (their trademarks)

Oversight of the Legal Department and the Rights Acquisition Division

MUSIC CREATED FOR A MEDIASET ESPAÑA PROGRAMME

- The music becomes part of the Grupo Editorial Tele5 catalogue.
- An editorial contract is signed with the authors of the work.
- The work is registered in the SGAE, together with the score.

Mediaset España reports all the musical, audiovisual and dramatic content it uses to the SGAE, which subsequently distributes the rights generated accordingly.

CULTURE - INTELLECTUAL PROPERTY

Spaces dedicated to promoting culture by broadcasting pieces in programmes and special content on its channels due to 'International Book Day' and 'International Opera Day'.





MEDIASETespaña.

Mediaset España once again confirmed itself as audience leader in all forms of distribution of its free-to-air content, consolidating its own production model, based on proximity, quality and live feeds, giving its group of channels an incomparable value in audience ratios and profiles.

At the same time, the company has expanded its business of producing and distributing content to third parties, through the Mediterráneo Mediaset España Group, reaching over 200 territories worldwide through individual sales to other televisions and signing agreements with the main distribution platforms worldwide.



MEDIASET ESPAÑA, LEADER IN LINEAR AUDIENCE FOR 11 YEARS

In view of the new audiovisual environment, the group has set itself the goal of retaining and attracting main audiences more closely related to new consumption. The goal has long been achieved, with a comfortable lead by **Mediaset España both in total individuals, with a screen share of 28.2%, as well as in qualitative audience, with a 30.6% share.**

This victory hinges on its predominant place amongst main audiences with 31.8% in the range of the 13 to 54 age group.

Mediaset España, with 26.4% in *prime time*, also leads the prime time commercial *target* with a positive conversion that places it at 29.2% in this segment. In addition, it leads in *day time* with 29.1% and with the most dynamic audiences of the slot with 31.3%.

A very positive balance, thanks to the success of the European Football Championship in 2021, together with the group's solid content proposal in its channel offer, among which Telecinco, once again, has been the protagonist due to its undisputed leadership.



TELECINCO, 22 YEARS AS THE MOST VIEWED COMMERCIAL TELEVISION

With its highest score since 2009, at 14.9%, **Telecinco has been the leading media in commercial television for 22 consecutive years**, and absolute leader for a decade. It again reached the peak by attaining the public most demanded by advertisers with 15.5%. It is also the channel with greatest affinity amongst main audiences aged 13 to 54 with 15.6%. In prime time, it has reached 13.9%, with leadership in *day time* (15.4%), morning (15.9%), afternoon (16.4%) and *late night* (17.3%).





THE MOST WATCHED ENTERTAINMENT OF PRIME TIME

In 2021, Telecinco offered the most viewed entertainment proposals of the year in *prime time* and with the best *target* commercial of the slot with **'Rocío, contar la verdad para seguir viva'** (2.5 million, 27.5% and 31.8% in TC), **'La isla de las tentaciones'** (2.5 million, 20.5% and 27.0% in TC) and **'Caso Wanninkhof'** (2.4 million and 18.5%) in first, second and third place in the *ranking*, respectively.

The channel once again has large formats such as **'Supervivientes'** (2.3M and 26%), converting it into the most viewed and competitive *reality show* of the year, and new unrivalled contests in its range, such as **'La última tentación'** (1.9M and 17%) or **'Secret Story'** (1.7M and 17.2%). It has also offered a new edition of **'Got Talent'** (2.2M and 18%), placing it as the most watched *talent show* of the year, together with programmes such as **'Volvete a ver'** (1.1M and 11.2%), **'Mi casa es tuya'** (1.8% and 17.7%) and **'Deluxe'** (1.5M and 15.7%), which has led for the ninth year on weekend nights.

Regarding *day time*, Telecinco has once again taken the lead in a programming model based on its live in-house programmes related to updated events, the centrepiece of a schedule attracting the most dynamic audiences, with positive conversion to commercial *target*. **'El programa de Ana Rosa'** with 20.1% and 654,000 has signed its **most competitive year since 2007**, reaffirming itself as the leading morning show and as the programme with the best day time commercial *target* with 20.7%. **'Sálvame'** (1.7M, 16.4% and 17.4% in TC) has dominated the evening time as leader in this slot for the eleventh year. The daily offer has been completed with **'Ya es mediodía'**, with 1.2M and 15.0%, with a growth of 1.2 points compared to last year, reaching 16.3% in TC and the new **'Ya son las ocho'** (1.5M, 11.8% and 13.5% in TC); and weekends with **'Socialité by Cazamariposas'** (1.2M and 15.3%, which also increased 0.5 points compared to 2020) and **'Viva la vida'** (1.5M and 13.4%), both leading in their respective slots.



In film and fiction, Telecinco has offered its own production series called **'El Pueblo'**, which was the most watched comedy of the year on free-to-air television, **'Señoras del (h)AMPA'** and **'Madres, amor y vida'**; the outsourced production series **'Love is in the air'** as the most viewed series of the year on Telecinco, **'Mi hogar, mi destino'**, **'DOC'**, **'Nina, una enfermera diferente'** and the *blockbusters* of **'Cine 5 Estrellas'**, with 'Bohemian Rhapsody' as the most watched film of the year.

EUROPEAN FOOTBALL CHAMPIONSHIP SUCCESS, THE TELEVISION EVENT OF THE YEAR

In 2021, Mediaset España was able to offer the great sporting event that could not be held in 2020 because of coronavirus: the European Football Championship. Considered the television event of the year and as the best showcase for advertisers, it has thrown a balance that speaks for itself: **36,250,000 citizens—80% of the population—who were contacted via its TV broadcasts**, a total of **6.1 million unique users of the Euro Cup site** and **16.7 million** recorded live sessions, data that make it the sporting event with the greatest digital following in history at Mediaset España.

The average audience throughout the entire competition on Telecinco and Cuatro was more than **3.3 million viewers**, 28% screen share, 34.4% commercial *target* and a following consisting mostly of young people.

Spain's role was on average 58.6% of the *share*, with 8.3 million followers and 68.2% commercial *target*. Of all its matches, the semi-final against Italy was extraordinary, with a historic penalty series before 14,170,000 followers and 72.9% *share*, the ninth most watched broadcast in Telecinco history and the 12th with the largest audience on TV in Spain.

From a commercial viewpoint, the success of the Euro Cup has been just as resounding: where, during the competition, **100% of the most watched spots in 2021 were offered by Telecinco**, with the Spain-Italy match supporting the 10 most viewed and with ratings over 30%. Viewed as a whole, a total of 261 advertisers decided to launch their commercial messages during the EURO2020 broadcasting, 47% more than in EURO2016 and 3% more than in the 2018 Football World Championship.



CUATRO, STRENGTH IN THE COMMERCIAL PROFILE

Cuatro, with **5.3% total in individuals**, showed its strength in commercial profile, with a positive conversion to 6.1%. In *prime time* it has also obtained 5.3%, raising its data to 6.4% in the commercial *target* slot. With young people in the 25 to 34 age group, it reaches 6.9% above its direct competitor.

With its in-house production, it has once again conquered its programme schedule with innovative proposals and original developments that have been added to the classic programmes of its offer. Regarding *reality shows*, it has offered '**Supervivientes: Tierra de nadie**' (1.4M and 14.1%) and '**El debate de las tentaciones**' (835,000 and 9.2%), with broadcasting windows in Cuatro that have led their respective slots.

It has also offered a wide variety of genres in *prime time* with programmes such as '**Planeta Calleja**' (1.2M and 7.9%), '**Todo es verdad**' (6.4%), '**Los Gipsy King**' (6%), '**Horizonte**' (6.8%), '**Viajeros Cuatro**' (4.9%) or '**En el punto de mira**' (4.7%); great classics within its programming, such as '**First dates**' (1M and 6.6%) and '**Cuarto Milenio**' (6.2%) and it has consolidated the afternoons with '**Todo es mentira**' (5.7%) and '**Cuatro al día**' (5.4%), with current issues at the forefront. In outsourced fiction, it has offered '**The Good Doctor**', '**FBI**', '**9-1-1**', '**McGyver**', while with the series '**Caronte**' and '**Los relojes del diablo**', it has renewed its commitment to producing its own fiction.



MEDIASET ESPAÑA'S THEMATIC CHANNELS, LEADERS FOR NINE YEARS

In Mediaset España's global strategy, thematic channels have provided added value to the company's linear offer, enriching the Telecinco and Cuatro audiences through segmented public niches. Taken as a whole, in 2021, these channels completed nine years leading the free-to-air consumption of thematic television with a cumulative share of **8.1%**

Again, for another year, the most watched at national level was **Factoría de Ficción** (2.4%) tied with Nova. It achieved an unmatched positioning with young people that places it as the third commercial channel with the largest following amongst viewers aged 13 to 24, with 7%, and a commercial target of 3.2%, a segment in which it also leads amongst thematic.

Energy is rated fourth (2.1%), with 2.3% in commercial target. Female-themed **Divinity**, has closed the year with 1.9%, with positive conversion amongst business women, with 2%. **Be Mad**, in turn, has reached 0.6%. Special mention should be made of **Boing**, which, for the first time in its history, has closed the year as the absolute leading children's channel amongst minors aged 4 to 12, obtaining 11.6%. In addition, it is the most watched children's channel on commercial television for the ninth consecutive year.



MEDITERRÁNEO.

MEDIASETespaña.GROUP

MEDITERRÁNEO MEDIASET ESPAÑA GROUP EXPORTS THE GROUP'S CONTENT TO MORE THAN 200 TERRITORIES

Mediaset España's content business has expanded through production to third parties and the sale of a product catalogue positioned as the largest in volume at national level, rated from among almost twenty producers specialising in live feeds, fiction, entertainment, sport, news, documentaries, cinema and digital native content. Mediterráneo Mediaset España Group has consolidated its objectives of optimising costs, increasing revenue from sales and distribution within and outside Spain, strengthening producers' access to international formats and markets, and promoting the development of new initiatives in digital and television productions. All of this within the model of coexistence between broadcasting the group's content on Mediaset España's platforms and channels.



It is currently present in more than 200 countries through agreements with large platforms, such as Amazon Prime Video, Disney +, Netflix and HBO, and OTT service companies, such as Movistar +, Vodafone, Viacom/CBS, Orange, Euskaltel, Direct TV and América Móvil, amongst other national and international distribution channels.

Coinciding with the release in Spain of STAR, a Disney+ owned production, an agreement was concluded this year for the release of the mini-series *'Besos al aire'* in Europe, Latin America and Africa, together with series such as *'La que se avecina'*; *'Sé quién eres'* or *'Perdóname Señor'* and Telecinco Cinema films, such as *'Regresión'*, or *'Lo imposible'* or *'El secreto de Marrowbone'*. Netflix, in turn, offers films such as *'Cien años de perdón'*, *'Perfectos Desconocidos'* and *'Kiki, el amor se hace'*; while HBO has 20 titles such as *'8 apellidos vascos'*, *'8 apellidos catalanes'* and *'Tadeo Jones'*. In turn, Amazon Prime Video has released exclusive fictions such as *'Señoras del (h)AMPA'*; *'La que se avecina'*; *'El Pueblo'* and *'Madres: amor y vida'* and exclusive documentary series such as *'La Familia'* and *'El Principito es Omar Montes'*, together with 15 Telecinco Cinema productions.

In the international market, the series *'Señoras del (h)AMPA'* has been sold in more than 40 territories. The series *'Madres: amor y vida'* was acquired by DIRECTV and Globosat for broadcasting in Latin America, together with countries in the Middle East via MBC and Slovakia via RTVS. The co-production *'Los relojes del diablo'* has also been offered in Latin America together with *'Desaparecidos'*, which includes up to 40 territories after its release in the Eastern and Middle East countries. Together with the above, *'El Chiringuito de Pepe'* will be adapted in Hungary in the coming months, becoming the first format of the group adapted in this territory. The series has also been made available for adaptation in the United States by NBC Universal.

In entertainment, the documentary series *'La Familia'*, besides being on Amazon Prime Video, will be released in the Philippines via Discovery+; *'Mónica y el sexo'* will be shown in Australia and the adaptation of *'Cámbiame'* on the Alpha TV channel, where the local version of *'Escenas de matrimonio'* is also broadcast.

TELECINCO CINEMA

TELECINCO CINEMA, RETURN TO THEATRES AFTER THE PANDEMIC

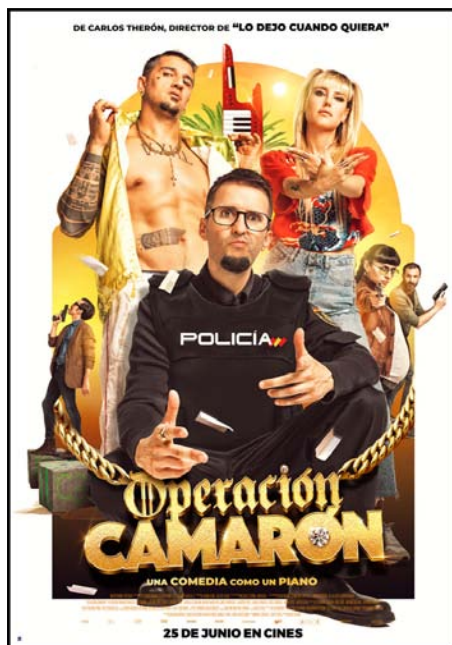
In 2021, cinemas began the process of reopening under anti-COVID restrictions and protocols corresponding to each situation related to the COVID-19 pandemic. Despite the fact that at this financial year closing date, the market has not yet returned to pre-pandemic figures, Telecinco Cinema has returned to theatres with the release of *'Operación Camarón'* and *'Way Down'*. Within the film industry, it has continued to perform its role with the filming of new projects, such as *'El cuarto pasajero'* and *'No haberlos tenido'*, the production of *'Tadeo Jones, la maldición de la momia'* and the design and development of new projects with filming soon to begin.





On 24 June, **'Operación Camarón'** reached the big screen, an action comedy directed by Carlos Therón that tells the story of a novice policeman whose mission is to infiltrate a band of hired musicians at the wedding of a local drug dealer's daughter. Another film, **'Way Down'** has also been released in theatres and is one of the most ambitious projects in Spanish cinema that, in its first weekend, became the Spanish film with the best reception in theatres of the year. Shot in English and directed by Jaime Balagueró, it has an international and national cast led by Freddie Highmore and a spectacular display of technical and human resources. The film narrates the meticulous plan of a brilliant engineer who intends to rob the impregnable Bank of Spain, taking advantage of the public and media attention garnered by the 2010 World Cup final in South Africa.

Together with the above, Telecinco Cinema has finished filming **'El cuarto pasajero'**, a road movie with romantic comedy nuances directed by Álex de la Iglesia, bringing together again the director with the producers and screenwriters of **'Perfectos desconocidos'**, one of the ten Spanish films with the highest box-office takings of Spanish cinema. He also shot **'No haberlos tenido'**, an irreverent comedy for the entire family directed by Víctor García León.



MEDIASET GAMES FOR VIDEO GAME DEVELOPMENT IS BIRTHED

The video game industry has been reaffirmed in recent years as a strategic sector with great weight within digital entertainment, the reason that drives the company's development of **digital audiovisual entertainment content** with the creation of Mediaset Games. This is a seal that authenticates the production of **100% original video games** to exploit their film and television licences, together with the best national or international development studios, and to export their brands to new screens.

Mediaset Games involves the creation of a new business line that complements the audiovisual entertainment universe. The aim is to reach the youngest and most commercially demanding audiences with the *know-how* endorsement granted by years of experience in developing formats beyond the small and large screen.

The first steps in this new journey start with the plots and characters of Telecinco Cinema movies. Mediaset Games will launch the official video game **'Way Down'** together with the award-winning Gamera Nest studio for Playstation®5 (PS5™) and PlayStation®4 (PS4™) video consoles. In addition, it is preparing the next releases of **'Malnazidos'** and **'Tadeo Jones 3: La Maldición de la Momia'**, all of which are co-produced with PlayStation®Talents, the Sony Interactive Entertainment España (SIE España) programme, which has been supporting video game development in our country for over a decade.



ATLAS, THE LEADING AGENCY IN THE PRODUCTION AND DISTRIBUTION OF VIDEO NEWS IN SPANISH

Mediaset España's audiovisual service producer has once again ratified its leadership as **audiovisual news agency, providing broadcast and audiovisual communication services**. The company has continued to make progress in the digital market, where it is already the benchmark as producer and distributor of video content of current affairs in the Spanish sector, consolidating also its international projection amongst Spanish-speaking media.

In 2021, ATLAS produced more than **40,000 news items** in different audiovisual formats, with a production of more than **10,000 connections and live signals to cover the main news and events of the year. All of which are distributed daily through the platform that it makes available to its subscribers and customers via digital media, television channels and content producers. For the international market, it has collaboration agreements with agencies such as Reuters, with which it reaches a large variety of territories.**

In addition to its full coverage of current affairs, it offers a **documentary file** with images of the last 30 years of audiovisual information. These images are used daily by national television producers to produce their reports, documentaries and programmes, international channels, thematic channels and platforms.

ATLAS, from its Broadcast Services area, has also centralised audiovisual production services and *broadcast* for international *breaking news* and for Mediaset España in programmes such as **'El Programa de Ana Rosa'**, **'Cuatro al día'**, **'Ya es mediodía'**, **'Todo es Mentira'**, **'Horizonte'**, **'Sálvame'**, **'Viva la vida'** or **'En el punto de mira'**, besides collaborating with companies and departments of the Group, such as Publiespaña, 12 Meses, Xplora Tecnología and content for social media. ATLAS has also strengthened its position as *service producer*, acting as a reference for the main content producers, television channels and a large group of companies and foundations.



LICENCES, EVENTS AND MUSIC MANAGEMENT: EDITORIAL VALUE OF MEDIASET ESPAÑA BRANDS

The Publishing Business Department has generated additional revenue from the strength of the brands of the company's channels, programmes and presenters. In the publishing industry, magazines such as **'Viva la Vida'**, **'Más Que Coches'**, **'Pasatiempos Telecinco'**, **'Pasatiempos Sálvame'** and **'Sopas de Letras Telecinco'**, as well as books such as **'El humor de mi vida'**, by Paz Padilla; **'La chica de la ventana'**, and **'IUMIUKY'**, a book with the same name as the programme about pets, have all been prominent at the kiosks. The format of literary recommendations **'Mil palabras & +'** is also worth mentioning. In board games, **'La casa de los Retos'**, **'El precio justo'**, the card game of **'La isla de las tentaciones'** or the Monopoly game of **'La que se avecina'** have excelled in sales. Related to sporting events such as the Euro Cup, the Publishing Business Department has launched into the *merchandising* market promoting the virtual career **'Juntos con la Roja'**. In turn, **'Planes Cuatro'**, the brand focusing on disseminating trips and leisure, has been an ideal showcase for promoting internal tourism during the pandemic, together with tourism agencies in other countries. The success of this seal has led to the birth of **'Planes Gourmet'** (Gourmet Plans), to promote national gastronomy. **'Mejor llama a Kiko'**, a teleshopping space, has completed two years in Antena and the programme **'GEN360'** for online training has also been launched.

Hybrid and face-to-face events organised and produced by Mediaset España on its platforms for external companies have also been consolidated, duplicating them with regard to the previous year. At the same time, it has renewed the *media-partnership* agreements with **'Carrera de la Mujer'** and the EDP Rock 'n' Roll Running Series of Madrid.

In turn, Mediaset España has also been the preferred audiovisual group for record companies to communicate their news. Famous artists have performed on programmes covering current affairs and entertainment, and have also renewed **'Puro Cuatro'**, thus launching a new musical space in which the trends of renowned national and international artists are reviewed, together with several special artists from **'Mira mi música'**. In addition, the **'Taquilla Mediaset'** programme has supported national artists' festivals and tours, as well as musicals and plays, in the measure these have returned to the stages.

In the publishing area, the Grupo Editorial Telecinco (GET in Spanish) has incorporated 2,600 new topics into its catalogue of 155 authors, 53 of them new in GET, resulting in that 82% of the music that plays on Telecinco and 70% of Cuatro music is from the Mediaset España catalogue. It has also created the Euro Cup anthem **'Juntos somos más' (Together we are more)** with Lara Álvarez, Yotuel and Beatriz Luengo or the BSO of the movies **'Operación Camarón'** and **'Way Down'**, available on all music platforms.



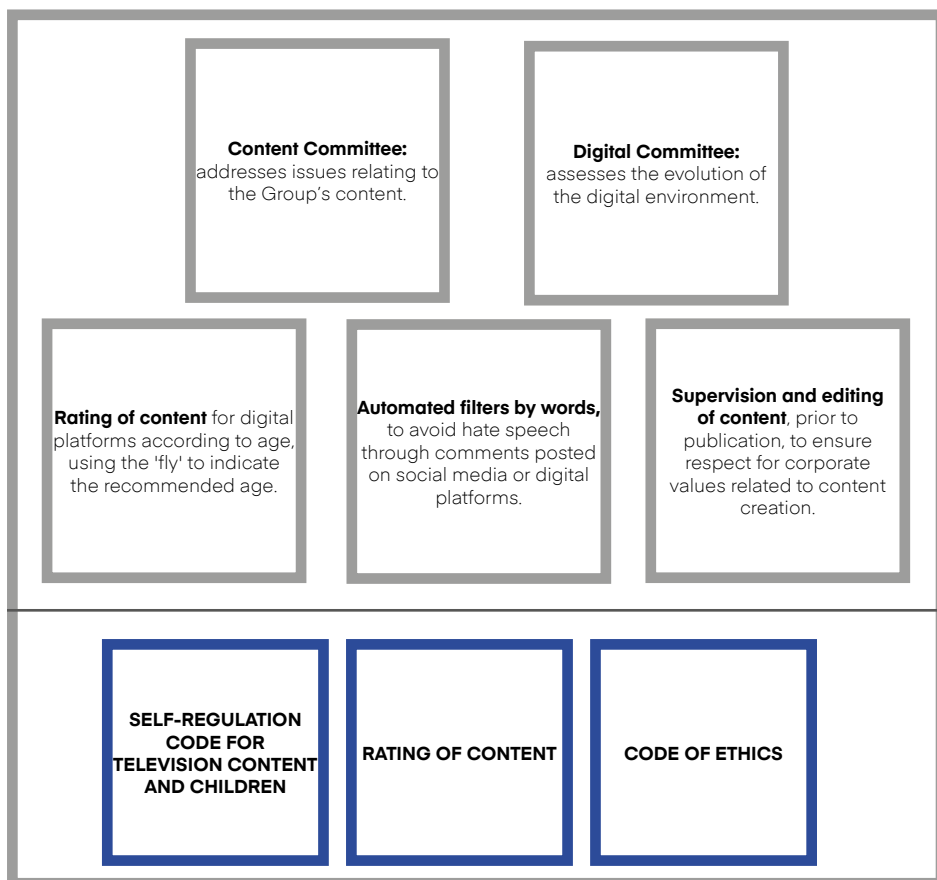


DIGITAL CONTENTS

Mediaset España offers its audiovisual content in as many screens and on as many devices as possible so that users can enjoy it whenever and wherever they want and be an active participant.

The Group's digital platforms broadcast exclusive content and also reproduce the content broadcast on the Group's channels.

CONTROL FRAMEWORK



MEDIASET ESPAÑA'S MULTIMEDIA UNIVERSE

WEBSITES



YASSS NIUS uppers

MEDIASET *españa.* **12. MESES**

APPS

mitele

SOCIAL MEDIA

de cada canal, programa o serie

RATING OF CONTENT BY AGE

mitele

VOD content shows the rating associated with the programme before the user accesses the content, and on live feeds of TV linear channels, it appears permanently, as in the TV. Furthermore, Mitele has a **parental control** system for registered users that can be activated by the users.



If the content is not suitable for all audiences, the recommended age is indicated in the video start frame.

To avoid comments posted by users that may cause **harm, instigate violence or other content** that may be considered inappropriate, the possibility of publishing comments on news and videos on Mediaset España's websites has been eliminated.



MECHANISMS OF PARTICIPATION AND INTERACTION WITH THE USERS

- **Customer service:** It provides answers to subscribers of Mitele PLUS, whether via telephone, mail, chat or social media.
- **Websites and Apps:** the audience participate by making decisions in the most watched programmes and can generate content by taking part in contests or initiatives that require their participation (sending answers or uploading content generated by them).
- **Social media presence and contact and email addresses for each programme:** users can share their opinions, complaints, suggestions or questions.
- **Surveys, trivia or interactive games** (through EX.CO and Qualifio): users interact with the channels' contents.
- **Mitele Club:** a space for Mitele PLUS annual subscribers where they can comment on forums, participate in exclusive experiences related to the Group's programmes and characters.
- **Mitele PLUS subscriber satisfaction surveys** in the event of a decline.
- **Connected events:** exclusive events for Mitele PLUS subscribers in which they can interact live with Mediaset España presenters
- **QR Codes:** use of these codes in TV programmes for the audience to participate in voting and surveys.



BROWSING IN A SECURE ENVIRONMENT





In a market where digital consumption of audiovisual content is gaining greater relevance every day, again this year, Mediaset España has managed to establish its predominance in the most videos seen amongst television groups. With an accumulated of 6,171 billion video reproductions between January and December, **Mediaset España has broken its absolute record of digital consumption**, increasing it by 18% compared to 2020.

With regard to traffic, a historic record was set in 2021 in the monthly average of unique users who visited the Mediaset España *websites*, with an average of 19.4 million unique users per month, 7% more than in 2020.

With a total of 3,371 billion videos viewed, **Mitele** has beaten its **annual reproduction record** and has revalidated its leadership as the most visited **live television content platform** and menu, with an increase of 13% compared to 2020. The success of the platform has been underpinned by a new traffic record throughout the year: an average of 2.9 million unique users have visited it each month to enjoy its content, 15% more than the previous year.

Analysed by channels, **Telecinco.es** has closed the year with 1,707 billion videos viewed, a new historic record after improving its figures by 53% compared to 2020. The official Telecinco website has also signed its **best record in traffic** with a monthly average of 11.1 million unique users, 6% more than the previous year, being the most visited television channel on the internet.

Cuatro.com has also signed its historic peak with 247 million reproductions in 2021, a 10% increase, and a monthly average of 3.8 million unique users, while **Divinity.es** has reached its best all-time traffic rating with 3.6 million unique users, 21% more than in 2020.

Mediaset España's digital universe has also experience a highly segmented **digital** native offer composed of the native video platforms **Mtmad** and **Yasss**, as well as the digital newspaper **NIUS**, sports news **'El Desmarque'**, and **Uppers** for the age group of 50 and over.

MITELE PLUS, PREMIUM CONTENT BEYOND MITELE, THE LEADING PLATFORM IN DIGITAL TELEVISION CONSUMPTION

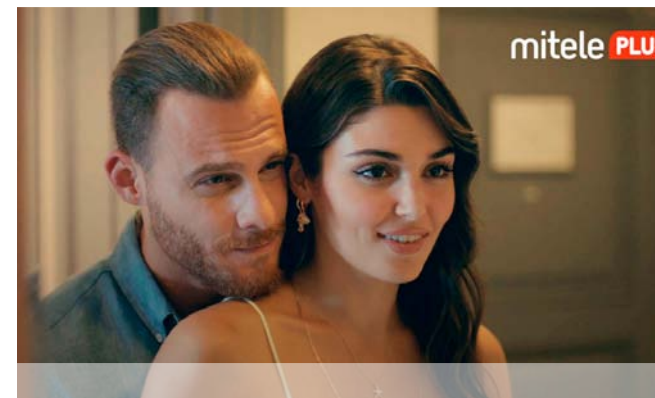
Together with the entire Mitele offer, the free-to-air digital platform with all live content and tailor-made for the group, Mitele PLUS offers exclusive content, previews and special events only accessible to its subscribers.

Among its exclusive offer, its live in-house programmes have gained pre-eminence, such as **'Sobreviviré' (I will survive)** directed by the journalist Nagore Robles from Monday to Thursday; **'Secret Story'**, with an exclusive 24-hour channel and early broadcast of the daily news summaries and Sunday galas; **'La última tentación' (The last temptation)** or **'Got Talent'**, with preview the day before the broadcast. In addition, it has an extensive package of international fictions with early previews before the free-to-air broadcast, including titles such as **'Nina, una enfermera diferente'**; national series such as **'Señoras del (h)AMPA'** and famous Turkish series such as **'Love is in the air'**, **'Omer: sueños robados'** and **'Mi hogar, mi destino'**; **'Nuestra historia'**; **'Matrimonio por sorpresa'**; **'Dulce venganza'**; **'Mi mentira más dulce'**; **'Habitación 309'**; **'Erkenci Kus'**; **'Dolunay'**; **'No sueltes mi mano'**; **'Verdades secretas'**; **'Te alquilo mi amor'**; **'Kara Sevda'**; **'Sühan'**; **'Icerde'**; **'Stiletto vendeta'** or **'Totalmente diva'**, among others.

Recently, it opened the cinema channel **AContra +**, with an extensive initial catalogue of 240 national and international feature films of all types of genres, both classical and current, with the option of seeing them dubbed or subtitled in their original version.

Regarding sports, it offers all sporting content broadcast by Mediaset España in free-to-air TV, as well as the contact sporting channel **'Fight Sports'**. The Mitele PLUS offer is completed with a series of special events for subscribers to **'Mitele Club'**, starring well-known Mediaset España presenters and collaborators, such as those made by Jorge Javier Vázquez, Paz Padilla or Nagore Robles, amongst others, with varied subjects such as talks on love, fitness classes or Tiktok master classes.

During 2021, the Mediaset OTT platform has continued to expand its presence on more and more devices, adding new applications for Apple TV and HbbTV, while adding features such as multi audio and subtitles or new advertising formats to its catalogue.





YASSS

NIUS



uppers

MTMAD, NEW FACES AND LANGUAGES, KEY TO ITS GROWTH

In digital native content area, Mtmad's growth, which has broken its absolute record with **391 million viewings, 13% more than in 2020, has also been extraordinary**. With regard to traffic, it has reached an average record **1.7 million unique users per month, 40% more than in 2020**.

Mtmad has celebrated its fifth anniversary with an aggregate that exceeds one billion videos served and has continued to innovate in creating formats. It has introduced new audiovisual languages into Mediaset España's digital environment, thus complementing the company's large universe of characters of its in-house production. A goal achieved with *crossmedia* gender launch, using innovative and pioneering *reality* vlogs. Faces belonging to the last generation of digital creators, such as *influencers*, have been incorporated into Mtmad talents



YASSS, DIGITAL NATIVE CONTENT FOR MILLENNIALS

Four years after its launch, it can be said that Yasss has consolidated itself as one of the entertainment websites of reference for centennials and millennials. This is a platform for restless minds, made by young people and for young people with its own tune, without prejudice and with rigour. The website, which had **1 million unique users** in December 2021, celebrates diversity, collects the best and most viral memes and focuses on reference profiles in music, series, social media, equality, psychology, *influencers* and *tiktokers*. On social media, its community has not stopped growing with actions such as those developed with Instagram España in the joint creation of the Trans Visibility Guidelines.

NIUS, THE GENERALIST DIGITAL NEWSPAPER CELEBRATES ITS SECOND ANNIVERSARY WITH A RECORD NUMBER OF UNIQUE USERS

Mediaset España's free digital native newspaper celebrated its second anniversary in 2021. An initiative for useful, simple, clear information without bias or opinion, with an average of **4.8 million unique monthly users**, 44% more than in 2020, after achieving its best record in December, with 6.7 million.

Directed by Juan Pedro Valentín, NIUS has a pool made up of highly experienced audiovisual professionals, with branches throughout Spain, correspondents in the world's main cities and experienced journalists with broad knowledge of all information on current affairs, at a time when information consumption is increasingly immediate and *mobile*

UPPERS, LEISURE AND INFORMATION FOR THE OVER 45 AGE GROUP

Intended to meet demand for content and information for the over 45 age group, Uppers has celebrated two years of life with a **continuous exponential increase in volume of users with an annual average of 1.2 million**, thus confirming the success of focusing on this interesting audience segment at an economic and commercial level. With a close but rigorous emphasis, Uppers has addressed reports and exclusive news on health, lifestyle, pensions, culture, trends, investment, engine, travel, technology or life, prepared by its editorial team and by a broad network of collaborators and experts in the different disciplines throughout this second year. In 2021, it opted for videos, incorporating new exclusive formats with influencers of the over 50 age group, in different areas such as oenology, gastronomy, psychology, art, sports, nutrition and music, amongst others.

EL DESMARQUE, THE LEADING DIGITAL NATIVE SPORTS WEBSITE

In 2021, Eldesmarque.com positioned itself as one of the most followed sports news platforms at national level, achieving an aggregate monthly average of **4.8 million unique users during this year**. The sporting information *website* has significantly increased its audiovisual production in 2021. Furthermore, the synergy between television and the website is growing, with digital content present daily in sporting programmes such as **Deportes Cuatro** and **El Desmarque de Cuatro**.



THE ADVERTISING BUSINESS

Responsible management of advertising broadcast by Mediaset España is essential to ensure the sustainability of the business.

APPLICABLE ETHICAL REGULATIONS AND PROVISIONS

EUROPEAN

Directive
(EU) 2010/13

Directive
(EU) 2018/1808
(pending
transposition)

Spanish Law
34/1988
on Advertising
[Ley 34/1988
General de
Publicidad]

Spanish General
Law 7/2010
on Audiovisual
Communication

Spanish General
Law 3/2013 on the
Creation of the
National Markets
and Competition
Commission
Monitoring and
sanctioning
Interpretative
criteria

NATIONAL / REGIONAL / LOCAL

RD 1624/2011
Regulations of
the General Act
on Audiovisual
Communication
Amendment of RD
21/2014

RD 958/2020
Commercial
communications
of gaming
activities

Specific
Sector
Regulations
Financial,
Medicines, etc.

AUTOCONTROL's
Advertising Code of
Conduct*.

Food and Beverage
Advertising Aimed
at Children.
PAOS Code

AUTOCONTROL's
Advertising Code
of Conduct for
Influencers

Advertising of
Gaming Activities.

ETHICAL

CONTROL FRAMEWORK

ENDORSEMENT OF AUTOCONTROL'S ADVERTISING CODE OF CONDUCT

Design of the commercial
policy taking into account,
mainly, the inventory capacity
for broadcasting, client
needs, the evolution of the
advertising market itself, the
legal framework and the
recommended good practices.

Weekly review and monitoring
of the commercial policy by
General Management and the
Departments that control its
implementation.

Weekly coordination by
the Steering Committee of
all initiatives and possible
synergies between the
commercial area and the
publishing area.

AUTOCONTROL is consulted
regarding any ethical
questions related to the
regulation or self-regulation
of advertising or its
interpretation.

Consultation with
AUTOCONTROL prior to
issuing an advertising piece
concerning its ethical and
legal appropriateness.
The report issued by
AUTOCONTROL (COPY
ADVICE) is binding for the
company.

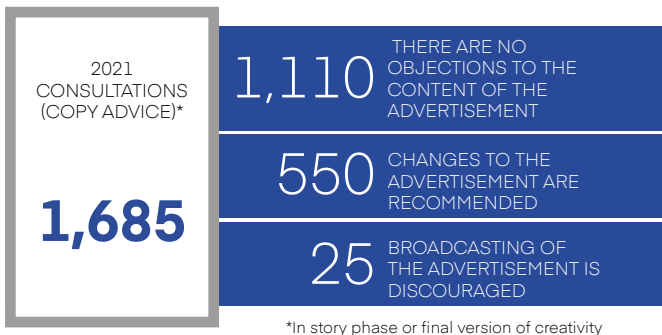
Subsequent monitoring
by AUTOCONTROL after the
advertisement is broadcast,
in the event of possible
controversies or claims filed
by any consumer with a
legitimate interest, who may
consider that it is contrary
to the Advertising Code of
Conduct.
The resolution issued by the
advertising jury is mandatory
for the company.

Automatic processes for controlling the advertising broadcast schedules in some sectors aimed at protecting minors.



To avoid content that could be considered **false advertising**, Mediaset España submits any particularly sensitive advertising, such as that related to gaming and betting, food supplements or toys, among others, to AUTOCONTROL, which then analyses it and issues a report. In turn, to avoid the publication of doubtful business announcements (ad fraud) on Mediaset España websites, both the technological platforms where digital ad server campaigns are managed, and the automated management platforms connected to the ad server (SSPs), with which the Mediaset Group works, have tools to control and prevent creations from being advertised on their sites.

2021 CONSULTATIONS



In turn, in 2021, Publiespaña submitted 57 legal consultations to the Technical Office (ethical consultations), prior to producing the advertising spots.

To avoid **surreptitious advertising**, the commercial department that manages advertising and the Group's legal department work very closely together, ensuring that all advertising is duly identified in accordance with the regulations in force and that under no circumstance do they incur in any of the above cases.

The sensitivity towards communications that may contain sexist stereotypes is highlighted in the area of accurate and correct advertising surveillance. Therefore, in view of any possible doubt, copy advice mechanisms are used for an objective technical opinion, the opinion of which is applied when rejecting a creation.

To **direct the most relevant advertisements to the most relevant audiences or segments**, Mediaset España uses advanced analytics and Big Data technologies for browsers' profiling based on their digital behaviour (content, browsing channels, devices, schedules, etc.), using statistical methods and machine learning techniques. This has made it possible to increase the volume of segments, as well as to improve the profiling of the desired target, generating a large portfolio of socio-demographic and behavioural audiences and sophisticated profiles. The Mediaset España Group thus offers its advertisers the specific impact on those audiences that they truly consider their target audience, making campaigns more efficient.

BRAND AWARENESS

- Tracking advertising effectiveness CIMEC
- Brandsafety Study with Neurológyc
- The Cocktail study, analysing each of the formats and the audience's perception of them

PILLARS OF THE CROSSMEDIA PLANNING MODEL

- Consistent supply of premium video capable of delivering maximum brand awareness for advertisers and 4 to 5 times that offered by outstream video or display.
- Guaranteed and expanded brand safety environment
- Capable of achieving the highest levels of coverage in any of its targets efficiently, i.e., minimising duplicate impacts and optimising the investment.

The commercial activity is carried out in continuous communication with the clients who are provided with detailed information about their campaigns. The **terms and conditions** are published on the website and are available for consultation at any time. Any incident that arises during the campaign is resolved by mutual agreement between the client and the Sales or Operations Department. At the end of the campaign, the proper execution of the campaign is confirmed.

The Mediaset Group promotes transparency by clearly identifying advertising ecosystem stakeholders who perform practises known as **'online behavioural advertising'**. By adopting the TCF (Transparency & Consent Framework v2.0), users are informed of websites and applications on which companies access their data and for what purposes. They are therefore allowed to exercise their right to withdraw consent to these practises if they consider it appropriate. This ensures that third parties performing these practises obtain explicit consent from users. Furthermore, it avoids collecting, recording and creating interest segments for the purpose of directing advertisements to children aged 16 and below, as well as using data from sensitive categories such as health, religion, etc.



Mediaset España, with the combination of its linear and digital television media, has revalidated in 2021, once again, its position as the most effective tool for communicating the advertising campaigns in line with **its advertising investment leadership**. Agencies and advertisers have found in Mediaset España the **highest speed in building coverage**, guaranteeing the highest levels of **brand awareness and recall** in the sector, with the broadcasting of the most watched **spots of the year**.

During this financial year, the company has undertaken the recovery of the advertising market after the pandemic with **Reach Media solutions**. To this end, it uses a cross-cutting ecosystem that connects television and digital environment to increase the possibilities of consumption, coverage, exposure and prescription of the brands. Through a crossmedia planning model, it has completed its leading offer of multichannel linear television, with great audience segmentation, with its digital environment also leading among the audiovisual groups at national level. In addition, it is based on a homogeneous premium video offer in **a brand safety environment**, with coverage capable of reaching 100% of the target population, minimising duplicate impacts and maximising the investment.

With the best television commercial profile, the company has shown its great capacity to connect with the most attractive audiences for brands, with outstanding records not only in the commercial target and in young people, but also in affinity.

Along with all this, the company has expanded throughout the year its advertising catalogue with the launch of **new formats** that consolidate its position as high profile Television. It has also strengthened its commercial structure with the creation of a new department of **Branded Digital Content**, along with the business structure of **Be A Lion**, specialising in communication solutions in the social media environment.

THE BEST SHOWCASE FOR BRANDS

Mediaset España has launched new commercial offers adapted to seasonal periods and high consumption events. The European Football Championship, the great television event of the year broadcast fully and exclusively by Mediaset España, has been accompanied by a complete commercial offer of the best possible showcase for brands, hosting 100% of the most viewed spots of the year, with the top 10 achieving over 30% advertising rating.

In addition, it has presented the **Boing commercial offer** for the fourth quarter, a key period in advertising investment, especially in the toy sector, where, each year, the leading children's channel in our country has proven to be the best communication window for product awareness. An offer with options for Connected Television and a proposal that unifies the commercial strengths of television and digital content with maximum effectiveness.

Among the most prominent developments in 2021, Publiespaña has expanded its digital advertising inventory with new products, such as **Open Smart TV**, a premium product with maximum visibility consisting of a single spot broadcast when opening the **Mitele app** for Smart TV. It has also launched the commercial producer **'L Shape de HbbTV'** for Boing, a display with a reminder rate three times higher than the video.

Mediaset España has also achieved important milestones in the commercial trajectory of some of its clients, performing **exclusive 360° actions** linked to its extensive entertainment formats, with a large following amongst young people.

A NEW DIGITAL BRANDED CONTENT DEPARTMENT

To undertake new digital expansion and transformation projects adapted to new market environments and consumption forms, the company has strengthened its Digital Media Business Department with a new specific structure of *Digital Branded Content*. Different actions were birthed in it, some of them deserving the maximum recognition of the sector. This is the case with **'Eurotubers'**, a campaign developed for Burger King® and linked to the broadcast of Euro 2020, using an live alternative narration in Mitele of the most prominent matches by football youtubers with a large following. It has received the BCMA (Branded Content Marketing Association) award for Best #05x10 of the year in Branducers 2021, the most relevant forum on this advertising format in our country.

Another action carried out by this new department has been **'El Método Vázquez by Fitbit'**, branded content produced by Megamedia for the Smartwatch brand directed by Jesús Vázquez and broadcast in Mtmad.





NEW DEVELOPMENTS FOR CONNECTED TV

Mediaset España has continued advancing by creating and launching new formats that integrate and expand the possibilities of television as a great media for advertisers. After the award received at the 2021 HbbTV Awards for its technological developments applied to the commercial offer of the platforms on which it distributes its content, the company has launched **Ad Impact and Ad Sponsor on the market, two new advertising formats for Connected TV**. These are characterised by their capacity to enhance effectiveness, coverage and visibility of their clients' campaigns in their broadcast on linear television.

With sequential planning, HbbTV technology is capable of complementing the audience impacted by a given campaign in linear broadcasting, specifically generating for this audience segment the insertion of a new impact through the 'L shape' format integrated into the content.

In turn, with Ad Sponsor, a sponsorship spot is inserted in 'L shape' format in Hbbtv, reinforcing the brand's connexion with content and expanding the communication possibilities of its messages.

Thus, by using connected television, Mediaset España strengthens the frequency between viewers with low impact levels and generates a significant increase in coverage of their advertisers' campaigns.

BE A LION, TIKTOK MARKETING PARTNER

Mediaset España subsidiary specialising in **360° communication solutions in the digital environment and social media** has consolidated its position within the production and online video advertising sector. *This was achieved* after receiving certification as Marketing Partner in the TikTok Marketing Programme, which is made up of a community of experts who help brands grow their business through the leading platform of short format mobile videos. BE A LION, which has participated with Publiespaña in developing campaigns for large advertisers, has been recognised for its contribution in different areas of advertising, from the creation and production of campaigns to their implementation and measurement.



BRAND SUPPORT THROUGH MEDIASET VALUE

Mediaset España has once again offered its support to brands in corporate responsibility strategies, taking advantage of its broad experience of over 20 years in raising awareness and social communication through the 12 Meses campaign. For the second consecutive year and through the **VALOR MEDIASET** seal, the group joined Finish in launching the second edition of the '**Por un futuro con agua**' (For a future with water) campaign, aimed at valuing water as a essential and irreplaceable element for life through television messages, digital and social media to combat water scarcity and promote savings through innovation and raising awareness by changing habits.





VALUE OF PERSONAL DATA

Personal data constitute a valuable asset for the Mediaset Group. Therefore, significant investment has been made in technical resources for years to have data analysis and processing capacities, making it possible to exploit them while appropriately managing their protection.

The forms of crossmedia audiovisual content consumption have driven the digital transformation of operations and the conventional advertising product. Digital business requires “Big Data” and Data Mining technologies and tools to synthesise, identify and group behavioural patterns from a large volume of data. The Group’s marketing area monetises, from an advertising standpoint, the result of the analysis of the content consumption by visitors to the Mediaset España websites and apps, whether they are registered users or anonymous visitors, subject to their explicit and informed consent.

The whole data analysis process is always carried out ethically, responsibly and transparently with regard to the protection of the personal data of its data subjects, complying with the laws in force at all times.



Driven mainly by the gradual opening of an addressable inventory on Connected TV and the construction of crossmedia product combining Linear TV, Connected TV and Digital, the year 2021 has led to the final take-off of data analysis and modelling, duplicating business volume and segmented advertising campaigns compared to the previous year.

Furthermore, users' pressure to protect their privacy, greater regulatory pressure and changes faced by large technology companies, such as the future without third-party cookies, give greater strategic importance, if possible, to the publishers' data of the different websites. This places those who, like Mediaset España, have this type of data (First party data) in a position of competitive advantage.

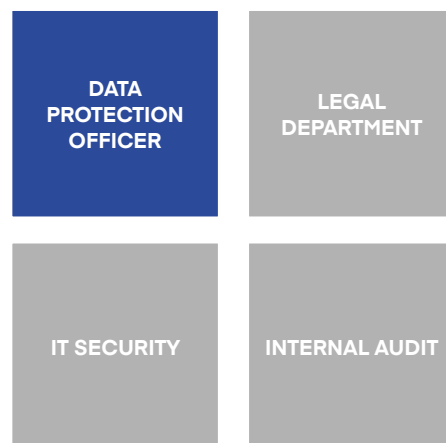




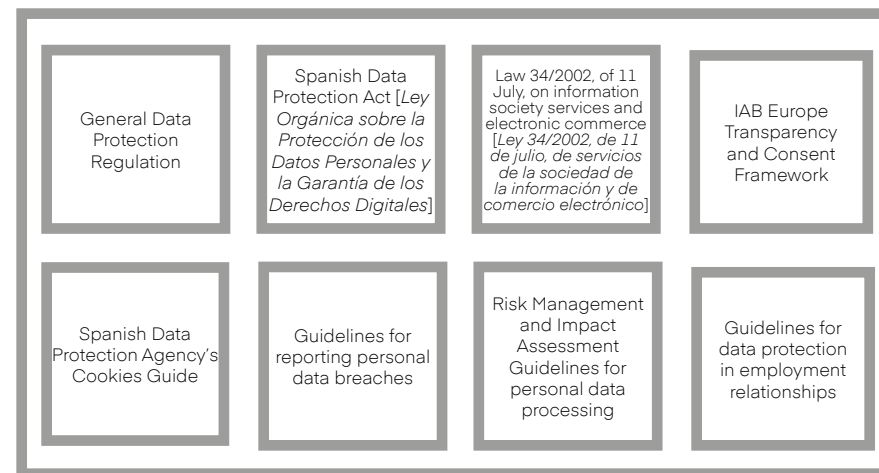
For the proper management of personal data, the Mediaset Group has implemented a Personal Data Protection Model, together with specific processes and measures to ensure optimal and responsible management of data privacy and to comply with the applicable regulations. This is a proactive model, which involves continuously reviewing internal procedures and technical, organisational and legal measures to adapt them to the recommendations issued in the various Guidelines published by the Spanish Data Protection Agency (AEPD in Spanish) and by the European Data Protection Board (EDPB). In 2021, 19 internal procedures were updated.

The Personal Data Protection Unit centralises data privacy management for all companies of the Group, reporting directly to senior management and participating in all projects addressed by the Group, so that personal data protection is taken into account from the moment these are designed.

PERSONAL DATA PROTECTION UNIT

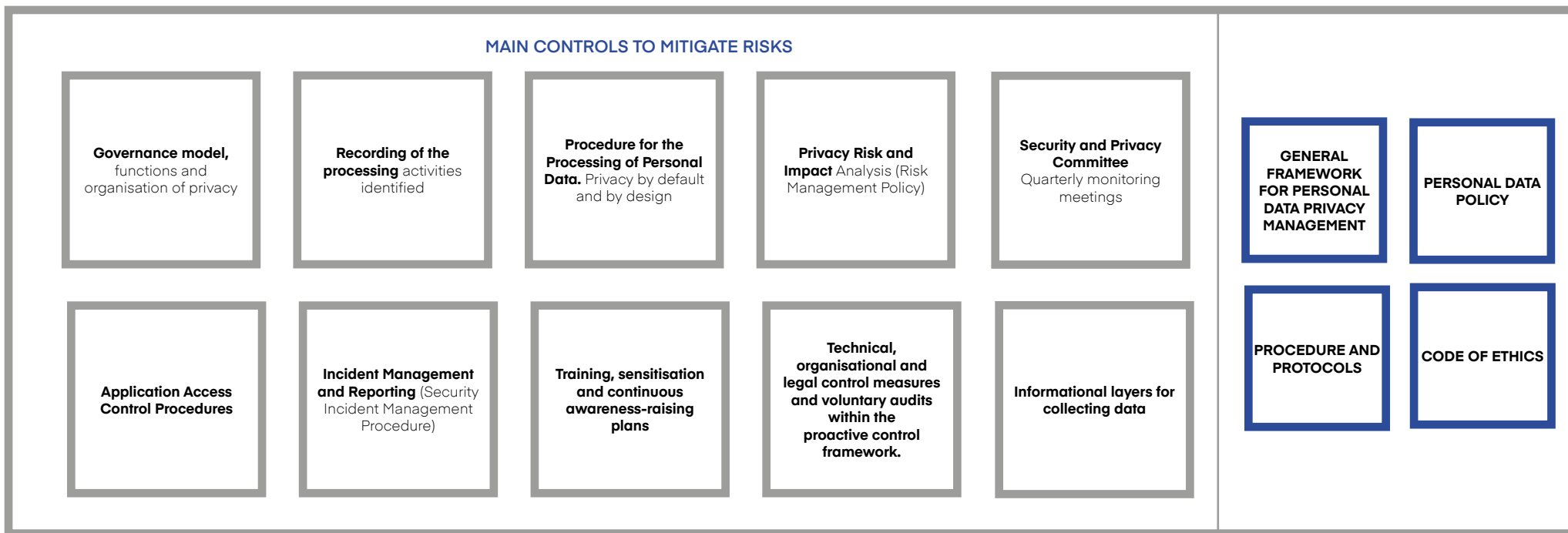


REGULATORY FRAMEWORK AND GUIDELINES FOR ACTION



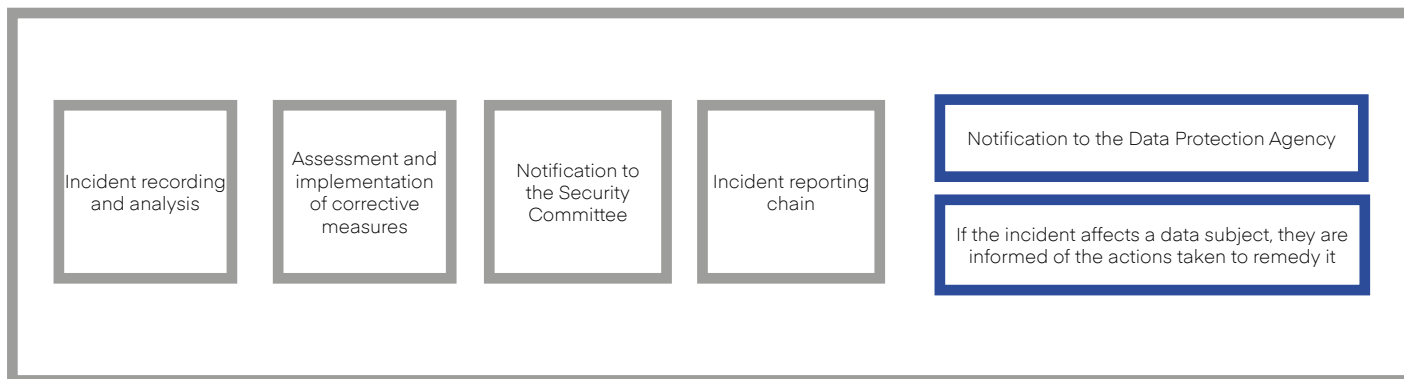
CONTROL FRAMEWORK

MAIN CONTROLS TO MITIGATE RISKS





PROCEDURE FOR THE MANAGEMENT OF INCIDENTS INVOLVING PERSONAL DATA



CHANNELS THROUGH WHICH COMPLAINTS ARE RECEIVED

privacidad@mediaset.es

Ctra. Fuencarral-Alcobendas 4.
Madrid 28049

Personal Data Protection Agency

2021 DEVELOPMENTS

- **Updating the Personal Data Protection Management Model**, to reflect the recommendations published in the various guidelines published in the year
- **Changes in procedures and the Processing Activities Registry**, to reflect changes in new IT applications, new processing such as e-commerce and talent management (likeU)
- **Updating the Incident Management Procedure**, to adapt it to the Guidelines published in May by the Data Protection Agency
- Measures **to strengthen access** to the company's key systems
- **Third-party review** of cookies and consent collection policies for websites, apps and HbbTV platforms

Mediaset España is a member of the Digital Pact for the Protection of People, which aims to promote privacy in working environments and to raise citizens' awareness of sensitive internet content and its consequences. Mediaset España therefore assumes a commitment to prevent digital violence and undertakes to safeguard privacy in its business model, making data protection rights compatible with innovation, ethics and business competitiveness.

In 2021, data subjects submitted 547 management requests for rights (of access, rectification, erasure, objection, data portability and limitation of processing) in relation to the registration of users in the Mediaset Group's digital channels (web platforms, apps, etc.) and the removal of images published on the Group's websites.

No complaints were received in 2021 related to privacy violations or data breaches.

DATA PROTECTION OFFICER

Issuance of Certified Data Privacy Solutions Engineer (CDPSE) - ISACA certificate.

Participation in the preparation of the Security Breach Management Guidelines and the Legitimate Interest Guidelines published by ISMSFORUM.

TRAINING SESSIONS

AWARENESS RAISING

campaigns regarding the processing of personal data and sensitive information.

Annual external
audit

0

CLAIMS BY THE SPANISH
DATA PROTECTION AGENCY
(AEPD).



CYBERSECURITY

The growing volume of information handled by the company, as well as the increasing use of technology both for information management and for the development of the business itself—which is constantly advancing in digital formats—require a security framework that guarantees the integrity, availability, confidentiality and access control of its information assets and the services provided by the Mediaset Group.

As for the infrastructure that supports and hosts the data, both virtualisation and cloud computing, duly aligned with the Corporate Security Policy and procedures, provide the Group with flexibility, operating cost savings and flexibility to boost digital transformation in all its facets and ensure high availability.

Cybersecurity is an extremely important factor in gaining and maintaining the trust of users and customers, as well as the sustainability of the business, besides being a shared function with growing complexity. Therefore, the Technology Division, from its IT Security Branch, coordinates and supervises the activity of the teams of the various disciplines involved in the security of the management and operations of all the Group's business areas.

The scope for action is determined by the Security Policy, applicable to Group employees and executives. The IT security management committee has, among other functions, the task of reviewing and updating the Security Policy, proposing and carrying out the approved security plans, as well as verifying the technical security measures established.

REGULATORY FRAMEWORK AND GUIDELINES FOR ACTION

ISO 27001 and 27002 (not certified)

ISO 29134

NIST Cybersecurity Framework

Royal Decree 951/2015 regulating the National Security Scheme for Electronic Administration

Online Trust Code

SECURITY MANAGEMENT COMMITTEE

IT SECURITY MANAGEMENT BRANCH

INTERNAL AUDIT DEPARTMENT

REPRESENTATIVE OF THE LEGAL DEPARTMENT

DATA PROTECTION OFFICER

CONTROLLER OF THE FILE

PHYSICAL SECURITY MANAGER

**CONTROL FRAMEWORK****MAIN CONTROLS AND RISK MITIGATION MEASURES**

High availability and redundancy for services and information systems considered critical

Security audits specific to the different environments, networks and corporate systems exposed to the internet or otherwise.

Vulnerability audits of systems and applications (periodically and also when new services are brought into production)

Access Control Procedure for applications, services and corporate reports

Training of users in the company's applications and systems

**SECURITY
POLICY**

**TECHNICAL
PROTOCOLS
AND MANUALS**

**Internet Domain
Management Procedure**

**Application Management
Procedure**

**Security Incident
Management Procedure**

**Planned and effective
investment in security.**

Continuous training of systems operators and the staff involved in the management and administration of security

SECURITY PLAN

IT SECURITY INCIDENT MANAGEMENT PROCEDURE

Detection of the incident

Assessment by the person in charge of security

Mitigating measures

In the event of an incident affecting data:

Convening of the Security Committee

Information provided to the Data Protection Officer



In 2021, the Security Identification, Protection, Detection and Response aspects have been reviewed, aligned with the Cybersecurity Framework of the National Institute of Standards and Technology (NIST), to update the IT Security Master Plan, with the aim of reducing the degree of exposure of the business to risks and threats and bringing the exposure score closer to those business sectors with greater progress in terms of Cybersecurity.

The new services put into production have also been reviewed and the system and applications vulnerability reviews and audits have been maintained.

Furthermore, in order to increase resilience against user-based attacks, such as phishing or ransomware, the Group has established patching strategies and updated maintenance of operating systems; it has drawn up a white list of executable applications in corporate equipment, reviewed the equipment security configuration so as to achieve a lower level of exposure, established levels and methods of access by administration accounts, extended the use of the multiple authentication factor, and has reviewed the backup processes of the different organisational areas, among other actions. In turn, the current mail filtering service contracted for several years by the Group detects and blocks attempts at 'CEO Fraud or Business Email Compromise,' thanks to the Fraud Detection Technology specifically designed and developed for this purpose.

Mediaset España participated in 2021 in the Multi Sector Exercises, 'CiberMS 2021' project, led and organised by the Association for Information Security Development and in the Cyber Crisis Management project, organised by ISMS and the Spanish National Security Department.

In 2021, the Security Committee addressed, amongst other matters, the review of the security, privacy and compliance training and awareness plans, the review of incidents, the review of privacy and the technical inventory of investee companies, review and recommendations on controlling access to applications and facilities, as well as the adaptation to the new guidelines published by the Spanish Data Protection Agency.

In context of the process of continuous improvement of information security, the analysis of the security responsibility matrix, the review of the control framework of backup operating processes, the review and audit of systems and applications for detecting weaknesses and the contribution of strategies for their mitigation or reduction, the strengthening of the Security Operations Centre capacities and the actions carried out to discover and report to the Group, possible malicious uses of corporate information assets by third parties, should also be highlighted in 2021.

To secure the information and communications infrastructures, the Mediaset Technology Division coordinates the activity of the teams from the various disciplines involved in the security management and operations of the Group's different business areas.

Business Continuity Plans (BCP) are in place to guarantee the immediate availability of key staff, systems and architectures necessary for the continuity of the company's activity. Therefore, the BCP for Broadcasting, as the Company's main facet, has systems that benefit the entire television production line, as well as the continuous availability of an alternative Broadcasting centre. The Multiplatform environment, which includes the drafting and systems of the internet sites and mobile applications, as well as all the infrastructure involved in the OTT subscription service, also has a BCP. These plans are reviewed and updated periodically.

TRAINING SESSIONS



SECURITY MANAGER

Security Director approved by the Ministry of the Interior

Certified Data Privacy Professional (ISMS Forum)

Member of the group of experts appointed by the National Cybersecurity Forum, Department of National Security, responsible for preparing the Cybersecurity Code for Citizens

Master in Privacy and Cybersecurity



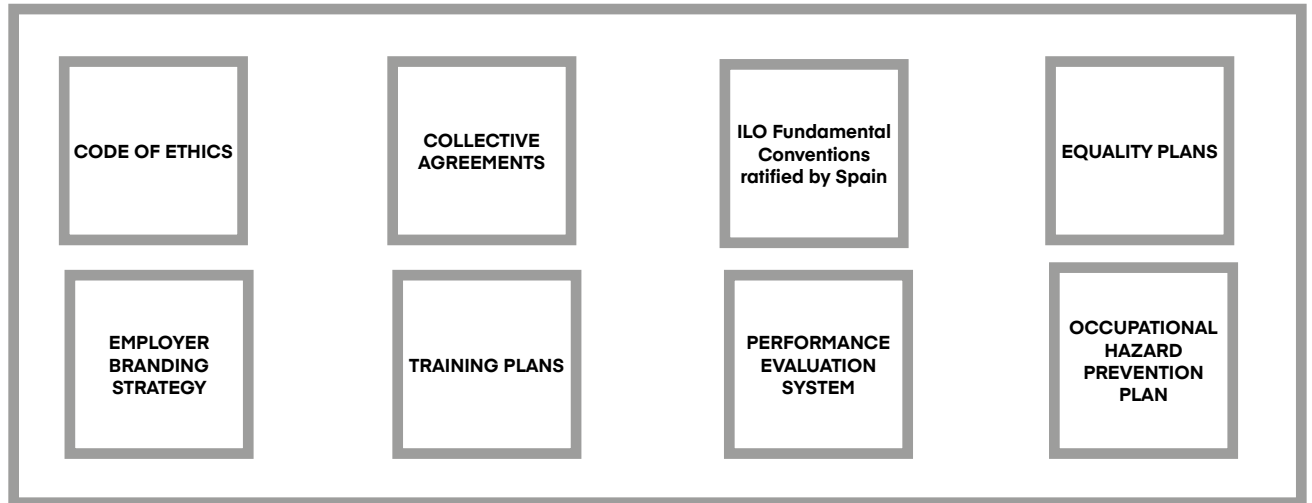
VALUE OF THE HUMAN TEAM

Mediaset España's corporate culture is grounded in the ability to constantly adapt to the environment and innovation as a means for development and growth, both for the business and for the professionals who form part of the company. Participating in the sector's development is the hallmark of our corporate identity. The employees of the Mediaset España Group companies are one of the key components in the achievement of the Group's strategic objectives and, therefore, its success as a business. They are very knowledgeable about the sector, have a strong commitment to the Group's business project and are highly adaptable. As a result, their responsible management is critical for the business' sustainability.

During the pandemic, the media's activity has been considered essential, and every minute of broadcasting on all Mediaset España platforms has been assured by the professionalism, integrity and responsibility of the Group's entire team, as required by this situation.

Since COVID-19 erupted in March 2020, Mediaset España's main objective has been to ensure the health and well-being of all its workers at all times.

CONTROL FRAMEWORK





GEOGRAPHICAL DISTRIBUTION

TOTAL SPAIN

1,595 100%

MADRID 1,527 95.7%
BARCELONA 20 1.3%
BILBAO 4 0.3%
SEVILLE 44 2.8%

DISTRIBUTION OF STAFF BY AGE

			Total
<30	70	46	116
30-50	420	433	853
>50	350	276	626
TOTAL	840	755	1,595

KEY PERFORMANCE INDICATORS

AVERAGE WORKFORCE ⁽¹⁾

1,585

WORKFORCE AT 31/12 ⁽²⁾

1,595

FEMALE EMPLOYMENT RATE (ANNUAL AVERAGE)

47.6%

AVERAGE AGE OF STAFF ⁽³⁾

46.2%

PROPORTION OF WORKERS WITH INDEFINITE CONTRACTS ⁽⁴⁾

97%

AVERAGE LENGTH OF SERVICE

16.6

EMPLOYMENT RATE

6.7%

GRANT HOLDER ⁽⁵⁾

101

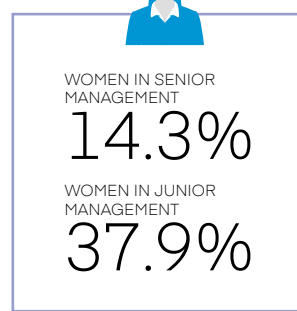
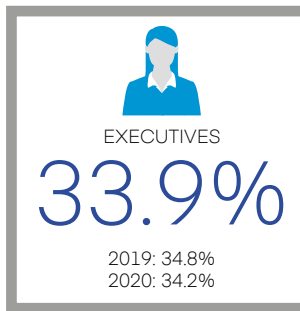
TRAINEES ⁽⁶⁾

51

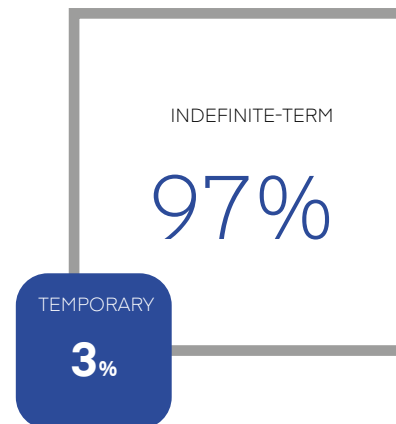
(1) Includes average annual structural and temporary staff in 2021. Does not include temporary employment agency staff, grant holders and trainees.
(2) Corresponds to the sum of structural and temporary staff at 31 December 2021.
(3) Calculated at 31 December 2021.
(4) Corresponds to structural staff with indefinite-term contracts. Data calculated at 31 December 2021.
(5) Annual total.
(6) Annual total.

DISTRIBUTION OF STAFF BY JOB CATEGORY AND GENDER

Executive	82	42
Dept. Head	46	50
Journalists	156	146
Employees	540	517
Manual workers	16	0
Total	840	755



DISTRIBUTION OF STAFF BY CONTRACT TYPE



TOTAL SPAIN

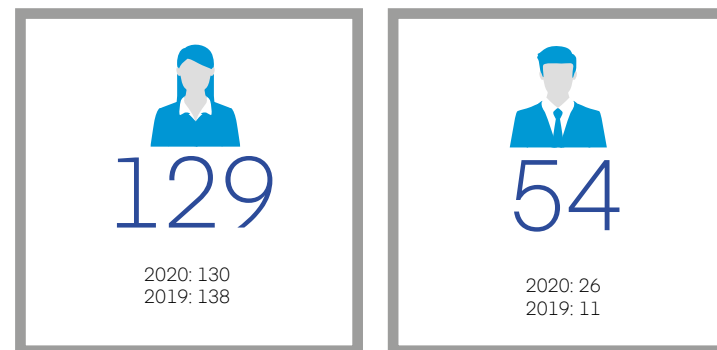
INDEFINITE 1,548
TEMPORARY 47
731 817 24 23



DISTRIBUTION OF PART-TIME STAFF

		
Executives	-	3
Dept. Head	-	6
Journalists	30	35
Employees	22	85
Manual workers	2	0
TOTAL	54	129

STAFF WITH REDUCED WORKING HOURS



PARENTAL LEAVE

			Total
Employees who used their parental leave benefits	12	14	26
Employees who returned to work in 2021, after parental leave	11	10	21
Return to work and retention rate of employees that used their parental leave benefits	91.7%	71.4%	80.8%
Employees who returned to work after parental leave and maintained their employment for the 12 months following their return to work	12	17	29
Retention rate of employees that used their parental leave benefits	100%	94.1%	97.1%

Note: All staff are entitled to request paternity or maternity leave

EXTERNAL COLLABORATORS ⁽¹⁾

			Total
Grant holders	38	63	101
Trainees	40	11	51
Temporary employment agency staff	90	82	172

(1) Cumulative data for natural persons during the year.



INDUSTRIAL RELATIONS MANAGEMENT

Collective bargaining is widely recognised and guaranteed in Mediaset Group companies, which recognises the importance of dialogue and the role played by workers' representatives. The Collective Agreements signed at the company since 1992 are proof of this. These agreements regulate the rights and obligations of the employees of each Group company and contribute to creating a positive working environment, both for the company and its staff, and each agreement defines its own scope of application, providing for the exclusion of certain groups that, due to their uniqueness, have their own regulations.

Both freedom of association and the right to organise are fundamental rights that have always been recognised and respected by the company, a fact reflected in the availability of membership in workers' committees and union representation accessible to the workforce and, where appropriate, the labour unions. In 2021, no risk situation has arisen in relation to the exercise of the right to organise and trade union representation.

To facilitate follow-up at the end of the work-career, an Early Retirement Committee has been set up to analyse and apply measures aimed at establishing a voluntary early retirement system. This Committee has suspended its tasks since the beginning of the pandemic, without taking up these matters again in 2021.

COLLECTIVE AGREEMENTS FOR PERMANENT AND TEMPORARY EMPLOYEES⁽¹⁾

MEDIASET ESPAÑA

12TH COLLECTIVE AGREEMENT. In force for the 2018-2021 period

92%

staff covered

PUBLIESPAÑA

COLLECTIVE AGREEMENT FOR THE ADVERTISING SECTOR.

In force in 2016 (In force, extended annually if neither party files a complaint)

100%

staff covered

CONECTA 5

COLLECTIVE AGREEMENT FOR OFFICES OF THE COMMUNITY OF MADRID.

In force for the 2019-2021 period

55%

staff covered

MEDITERRÁNEO

COLLECTIVE AGREEMENT FOR OFFICES OF THE COMMUNITY OF MADRID; however, employees are entitled to the improvements established by the Collective Bargaining of Mediaset España in force. In force for the 2019-2021 period

75%

staff covered

TELECINCO CINEMA

COLLECTIVE AGREEMENT FOR OFFICES OF THE COMMUNITY OF MADRID; however, employees are entitled to the improvements established by the Collective Bargaining of Mediaset España in force.

In force for the 2019-2021 period

57%

staff covered

MEGAMEDIA

COLLECTIVE AGREEMENT FOR OFFICES OF THE COMMUNITY OF MADRID.

In force for the 2019-2021 period

99%

staff covered

SUPERSPORT

COLLECTIVE AGREEMENT FOR AUDIOVISUAL PRODUCERS

(In force, extended annually if neither party files a complaint)

98%

staff covered

EL DESMARQUE

COLLECTIVE AGREEMENT FOR THE DAILY PRESS SECTOR.

In force until 2021

100%

staff covered

BE A LION

COLLECTIVE AGREEMENT FOR THE ADVERTISING SECTOR.

(In force, extended annually if neither party files a complaint)

100%

staff covered

(1) Scope: Mediaset España Group. Data at 31 December 2021.

NOTE: Workers hired through temporary employment agencies are covered by the provisions of the agreement of the latter and by those that apply to them by law in the agreement of the user company.



EQUAL OPPORTUNITIES, NON-DISCRIMINATION AND ZERO TOLERANCE FOR HARASSMENT AT WORK

Equal opportunities, non-discrimination and the prevention of harassment in the workplace are included in Mediaset España's Code of Ethics and their effective application is guaranteed by the collective agreements in force, as well as through the implementation of the Equality Plans of the various Group companies and the Procedure for the Management of Psychosocial Risk and Harassment in the Workplace applicable to the entire Group. These are disseminated through internal communication channels, mainly the corporate intranet and the Employee Portal.

The Group's Code of Ethics establishes as principles and values non-discrimination on the grounds of race, nationality, ethnic origin, gender or disability, as well as on other grounds. Collective Agreements establish the framework for guaranteeing equal treatment in the remuneration of all workers according to their job category, as they officially set out the salary scales applicable to each professional category and implement the applicable remuneration system, indicating the salary supplements and their conditions. Exceptionally, some workers are assigned a supplement called an ad-personam, which is due to certain personal circumstances or to the position of trust that they occupy within the company. Thus, base salaries are assigned equally between men and women and salary supplements and their contractual conditions are assigned to the corresponding category, regardless of gender. A report is prepared annually to analyse remuneration according to gender. This report is submitted to the Equality Committee and, thus far, no situations have been detected in this analysis that could be considered discriminatory or constitute unequal remuneration in the workplace based on gender. Likewise, the objective of the Equality Committees of the various group companies is to ensure equality in all Human Resources processes, an undertaking exercised since the establishment of the first committee in 2008.

EQUALITY PLANS

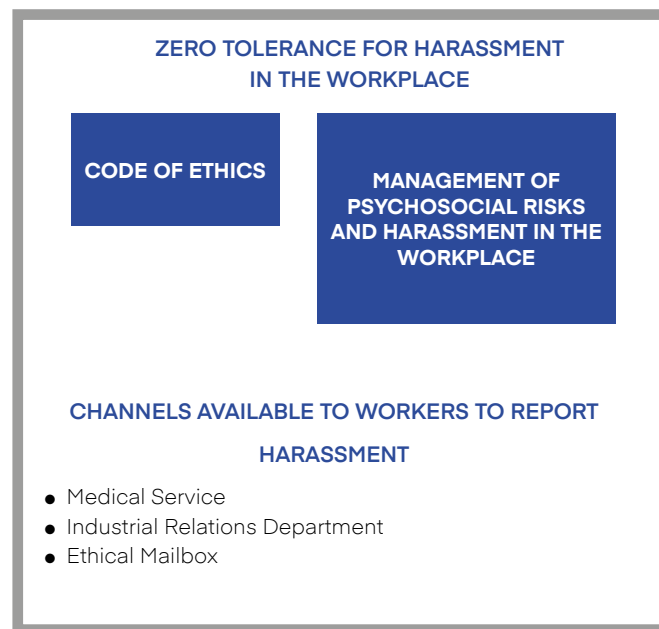


Meanwhile, as part of their measures to promote training, the equality plans of the Group companies provide access to everything related to the Training Plan through the Employee Portal. This includes both the catalogue of courses offered, as well as the online application. At the same time, all the information referring to the grants for staff is published through the internal means of communication. Mediaset España thus aims to guarantee equal access to the training programmes, internships and grants it offers. Meanwhile, the Master's Degree in Audiovisual Content Creation and Management is open to any group, with an egalitarian admission process for all those interested.

To ensure equal leadership opportunities within the Group and to 'break' the glass ceiling, a management development **programme, exclusively for women** with potential for positions of responsibility in the company, has been in place since 2014. A total of 54 workers from different Group companies have participated in this programme since its launch. In 2021, following the lockdown last year as a result of the pandemic, the programme was resumed in virtual mode with the participation of four female workers of the group.

To date, it has not been necessary to implement gender-sensitive talent recruiting and retention practices, as gender equity has been maintained as a matter of course in these areas.

Mediaset España has a zero-tolerance policy with respect to any abusive, humiliating or offensive behaviour or behaviour that could be classified as harassment, both physical and psychological, especially those based on race, colour, sex, religion, ethnic origin, nationality, age, personal and family situation, sexual orientation, disability, physical condition or any other behaviour prohibited by law.



In 2021, there have been no cases of discrimination in the workplace; however, a female worker has reported harassment by mobbing, giving rise to an internal investigation with interviews with the interested party, person responsible and colleagues in the workplace, without detecting any incidents of harassment in the workplace.



2021 EMPLOYEE BENEFITS AND WORK-LIFE BALANCE MEASURES

With the aim of facilitating gender equality, improving employees' quality of life, promoting the health and well-being of staff and their environment, while providing a value proposition that is attractive and contributes to staff retention, Mediaset España voluntarily undertakes to offer its staff a range of employee benefits and work-life balance measures. These are granted **regardless of the type of working day or employment contract, with the exception of certain company gifts not included in the Collective Agreement, such as the Christmas basket or toys, where all employees, whether permanent or temporary, must meet certain conditions to receive them.** All benefits and measures are available to all staff on the corporate intranet. In 2021, employees enjoyed the following employee benefits and work-life balance measures:



Disability and death insurance
All Group staff.



Temporary disability supplement
365 people.



Maternity allowance
10 people.



Paternity allowance
2 people.



Additional week of maternity leave
7 people.



Accrued nursing leave
19 people.



Daily flexitime (Mediaset España)
769 people.



Special advances
6 people.



Employee Club **All Group staff.**



Reserved parking due to pregnancy
4 people.



Leaves of absence for child or family care
13 people.



Reductions for legal guardianship in force
134 people.



Other reductions in working hours in force
16 people.



Gift card of EUR 500, exceptional in 2021, for all Group employees.



Workplace car park
All the Group's staff located in Madrid. It has an approximate capacity of 700 spaces (607 of them at the Group's own facilities in Fuencarral).



Health insurance
274 people have benefited from personal health insurance paid by the company. In addition, **328** health insurance policies have been paid for spouses and children (up to 25 years of age).



Exceptional bonus
394 Mediaset España employees benefited from the exceptional bonus.



Bus route services
Applicable to all Group staff (Madrid).



Staff canteen (Madrid) /Meal vouchers (Delegations)
89,065 meals served to Group staff.
2,185 meal vouchers delivered to the delegations.



Gym subsidy (required groups)
9 people.



Christmas basket
1,579 baskets delivered.



Distribution of toys (Christmas)
1,079 gift cards were delivered as a substitute for Christmas toys

More information

For more information on the employee benefits and work-life balance measures available, click here

TALENT MANAGEMENT

Having the best talent on the market has always been a top priority for the success of the business and, therefore, the Group focuses its action on three pillars.

Attraction- developing appropriate strategies to attract people with the skills necessary to successfully perform business activities;

Training- by continuously updating the skills required in the different positions as a result of market developments

Retention- by offering a value proposal that allows talent to be retained and ensures commitment to the Group's values.

TALENT ATTRACTION

- Employer Branding Strategy (EB)
- ★ LinkedIn Recruiter Service
- Mediaset España Application Mailbox
- Virtual Job Fair
- Collaboration agreements with educational centres
- Internal grants and trainee programme

Talent recruitment is channelled through an ambitious scholarship and trainee programme through which the Group collaborates with reference educational centres nationally and, in exchange, accesses the best junior talent, actively participating in their training, which is key to identifying the person who has the necessary skills and competences to be part of the Group. Likewise, the Employer Branding (EB) strategy enhances the image of Mediaset España as an employer brand for new talent attraction, improving the pride of belonging and commitment of the current workforce.

Staff training, which is essential to achieve the maximum development of the skills and talent required to maintain leadership, is managed by the Group through the annual definition of a training plan, established based on company management guidelines and the demands generated by job evolution.

In this regard, the Group's value proposition focuses on meeting the needs of the business and the human team through talent recruitment programmes, flexible employment policies, training programmes, work-life balance measures and employee benefits and initiatives that provide value and development to employees, guarantee their health and safety and contribute to maintaining a stable and positive working environment for the staff and the business.

Staff selection is carried out in strict compliance with the procedures included in the internal compliance policy, with an emphasis on personal data protection and information confidentiality. In addition, during 2021, the adaptation of selection processes to the health situation was also maintained, carrying out remote interviews and selection tests.



Every year, the Universum Institution carried out a global study in the university population on the factors that they value most when looking for a job and on the companies they consider most attractive to work.

TRAINING SESSIONS

EMPLOYEES TRAINED

1,047

TOTAL HOURS OF TRAINING

16,493

INVESTMENT IN EDUCATION GRANTS

65,960

INVESTMENT IN TRAINING

€193,990



TRAINING BY JOB CATEGORY AND GENDER

	2021 (Hours)		Ratio of training hours		Total Hours	Ratio Total Hrs
Executives	793	541	9.7	12.9	1,334	10.7
Dept. Head	806	761	17.5	15.2	1,567	16.3
Journalists	623	1,050	3.99	7.19	1,673	5.5
Line personnel, employees and manual workers	6,827	4,886	12.3	9.5	11,713	10.9
External staff (Temporary Employment Agencies)	115	91	1.3	1.1	206	1.2
Total	9,164	7,329	44.7	44.9	16,493	9.3

Note: with regard to the training offered to staff hired through temporary employment agencies, this is not taken into account in the training ratios, nor is it taken into account in the ratio of hours per person.

HOURS OF TRAINING PROVIDED 2021

16,493 HRS.

ADAPTATION TO
POSITION

556

SOFTWARE/
COMPUTER
TRAINING

1,900

DIGITAL SKILLS

1,628

OCCUPATIONAL
HAZARD
PREVENTION

2,622

SKILLS
DEVELOPMENT

4,946

JOB-SPECIFIC
TRAINING

2,743

LANGUAGE
TRAINING

1,806

DIGITAL
TRANSFORMATION

292

GRANTS AWARDED

106

PEOPLE WHO HAVE
BENEFITED

99

ICT

1,924 HRS.
286 PARTICIPANTSDIGITAL
TRANSFORMATION4,615 HRS.
241 PARTICIPANTS

SKILLS TRAINING PROGRAMMES

NUMBER OF
ACTIVITIES

47

HOURS

8,881

ATTENDANCE

349

Note: training actions that are different are taken into account, those that are repeated in the various Group companies are not.

TRAINING PROGRAMMES IN CROSS-CUTTING SKILLS

NUMBER OF
ACTIVITIES

35

HOURS

6,481

ATTENDANCE

173

Note: training actions that are different are taken into account, those that are repeated in the various Group companies are not.



The 2020 Training Plan was designed to address the development needs related to skills, technical matters and occupational hazard prevention, necessary for proper job performance and with the aim of producing a digital transformation in all areas of the Group. All of this aligns training and its methodologies with the peculiarities of the healthcare situation at any given time, with the aim of ensuring that they are safe and quality training. In this regard, more than 66% of staff have received some training impact in 2021, with an average of 10 hours of training per employee.

The grant programme that enables Group employees to take part in the Master's Degree in Audiovisual Content Creation and Management provides them with multidisciplinary knowledge of the Group's activity from experienced faculty and helps them to acquire and develop key competencies and skills for their professional development in the audiovisual field.

In addition, Mediaset España contributes to knowledge creation in the audiovisual sector through the Master's Degree in Audiovisual Content Creation and Management, launched in 2009 in conjunction with the Universidad Europea de Madrid; the Mediaset-UEM Chair (Universidad Europea de Madrid), created in 2013 and already in its 11th edition; and the agreement with the Escuela Superior de Imagen y Sonido CES established in 2019, so that students in the Production Training Programme can be trained in the company's key areas and carry out traineeships at Group companies, which in September began its second edition.

At the same time, the collaboration agreements with public and private universities, as well as with business schools, through which the group offers students traineeships, promote the acquisition of technical and human skills among young people. This allows them to forge a path in the employment market, while building bridges for the creation of a future pool of new professionals that the company can access to meet its needs for new talent.

In 2021, 17 students participated in the XI edition of the Master's Degree in Creation and Management of Audiovisual Content. In turn, 150 students from universities and vocational training institutions participated, 35 of whom have been hired through temporary employment agencies.

Moreover, "Showrunner: Aula de ficción", a two-year programme launched in October 2019 and taught jointly by Mediaset España and the Escuela Superior de Cine y Audiovisuales de Cataluña (ESAC), started its second edition in 2021. In this programme, professionals active in the film and television industry provide exclusive training to students that allow them to acquire the experience and knowledge necessary to join the audiovisual industry developing, creating and producing fictional content. This in turn becomes a new way for Mediaset España to access new talent in fiction creation.

Access to training courses is open to any group, with an equal access process for all candidates interested in conducting those studies.

All training programmes in which Mediaset España collaborates have the main objective of integrating future professionals into the world of work in the television and audiovisual sector in an integrated manner. The sector proposes new challenges on developing innovative solutions to public demands that are largely given by technology, emerging platforms and new consumption modes. In this regard, it should be highlighted the relevance of the Master's Office in Creation and Management of Audiovisual Contents, whose training, given in the classrooms of the European University and in Mediaset España facilities, is structured based on the competences that an audiovisual professional must acquire, developed and directed towards new business models and environmental demands.

- III edition of the Dual Superior Dual Formative Degree Cycle in carrying out audiovisual projects and shows
- XII Master's edition in Creation and Management of Audiovisual Content
- Second edition of the Showrunners programme
- Agreements with Universities (public and private) and Business Schools
- Virtual Job Fair

DEVELOPMENT

The Conversations for Development System allows the Group to analyse, in a systematic and structured manner, the activities and responsibilities undertaken throughout the year and, in turn, to define future actions for the development of the work teams. It is carried out through a specific tool located in the Employee Portal, bringing agility to the process, reliability in historical data and transparency in results, and the competencies evaluated are in line with the culture and corporate values of the Group.

In 2021, in Publiespaña, 98.38% of staff was called to participate in the system, i.e., 183 of the 186 employees on the payroll as of 1 July.

EMPLOYEES CONVENED

SPAIN (assessment 360)			Total
Executives	16	12	28
Dept. Heads	8	9	17
Account executives	21	42	63
Line personnel	17	41	58
Secretaries and Administrative Assistants	1	16	17
Total	63	120	183

MEDIASET ESPAÑA (objective assessment)			Total
Executives	46	20	66
Dept. Heads	7	6	13
Journalists	1	0	1
Line personnel	3	14	17
Secretaries and Administrative Assistants	1	3	4
Total	58	43	101



OCCUPATIONAL HAZARD PREVENTION

An essential part of responsibly managing the staff of the Group companies is their health and safety. As a result, the Group's Joint Prevention Service prepares the annual **Occupational Hazard Prevention Plan**. This plan is approved by the Health and Safety Committee and the Human Resources Department and is delivered to the Prevention Delegates. It constitutes the management framework for a safe and healthy working environment and guarantees compliance with current legislation and the requirements established in the ISO standard ISO 45001 on the prevention of occupational hazards.

The Plan is translated into activities to be carried out during the year, the progress of which is supervised on a quarterly basis by the **Health and Safety Committee**, a body that represents all Mediaset España staff — Publiespaña and Megamedia also have such committees. However, all Group company staff is guaranteed adequate health and safety protection through the Group's Joint Prevention Service.

This Occupational Health and Safety management system is designed to cover any employee, guest, visitor or member of the public who is on the Group's premises.

CHANNELS AVAILABLE TO EMPLOYEES TO COMMUNICATE DANGEROUS SITUATIONS IN THE WORKPLACE

- Joint Prevention Service
- Health and Safety Committee
- Suggestion box (anonymous)

The potential **risks linked to specific job positions** are identified in the assessments carried out by the Group's Joint Prevention Service and are recorded in the Worker Information Sheets and in the Technical Prevention Sheets. Based on the periodic medical examinations, the Medical Service complements its knowledge about the employee's aptitude for performing the tasks and functions of their position.

None of the Mediaset Group's workplaces currently have any activity classified as hazardous, nor are there any work activities with a high incidence or high risk of accident or occupational disease within the different business activities.

Anyone who comes to the Group's own premises may access the Joint Prevention Service, both for work-related accidents or diseases and for other personal health issues not related to or caused by work. Workers (m/f) who have access to health services made available or paid for by the company due to work-related accidents or illnesses, % by gender (p. 57)

The quality of Occupational Health Services is measured by a series of periodic controls by the Safety and Health Committee every quarter and annually by quality audits. In 2020, Mediaset España carried out the corresponding audit to maintain its ISO 45001 certification for its Fuencarral work centre, where 94% of the Group's total workforce carries out its activities. Likewise, the company's senior management receives an annual report on everything related to prevention and, in parallel, receives quarterly information on the results obtained in preventive matters, through a specific application on the intranet.

ACTIONS BY THE JOINT PREVENTION SERVICE IF IT DETECTS ANY WORK-RELATED RISKS IN ITS ASSESSMENTS

EMPLOYEES ARE TRAINED IN TASKS THAT REQUIRE TRAINING DUE TO THEIR RISK OR PURSUANT TO EXISTING LEGAL MEASURES

NECESSARY MEASURES ARE TAKEN TO AVOID IT OR MINIMISE ITS FREQUENCY AND CONSEQUENCES

STAFF ARE INFORMED OF THE EXISTING RISKS AND THE PREVENTIVE MEASURES ADOPTED IN EACH CASE

WORKERS ARE PROTECTED WITH APPROPRIATE EQUIPMENT IF NECESSARY

All persons who move to conflict areas are provided with appropriate regular training and are provided with the necessary PPE to carry out their work in those areas.

Mediaset España is part of the Ministry of Employment and Social Security's Healthy Companies Network and has expressed its commitment to the Luxembourg Declaration. As a Healthy Company, the company manages employee health through an integrated and comprehensive approach, considering health in all company policies, which is reflected in the Healthy Company Integrated Management System Manual.

TRAINING PROVIDED, NUMBER OF PARTICIPANTS AND HOURS OF THE OHS COURSE

FIRE PREVENTION

17

119 H

MANUAL HANDLING

26

104 H

LOAD SUPPORT

3

12 H

COVID-19 PREVENTION, SAFETY AND EMOTIONAL MANAGEMENT

1,848

462 H

SAFETY AND EMERGENCIES

147

147 H





HEALTH AND SAFETY CAMPAIGNS PROMOTED IN 2021

USE OF THE FOLLOWING.
DOCTOR

1,837
people



PREVENTION AND EMOTIONAL MANAGEMENT OF COVID-19

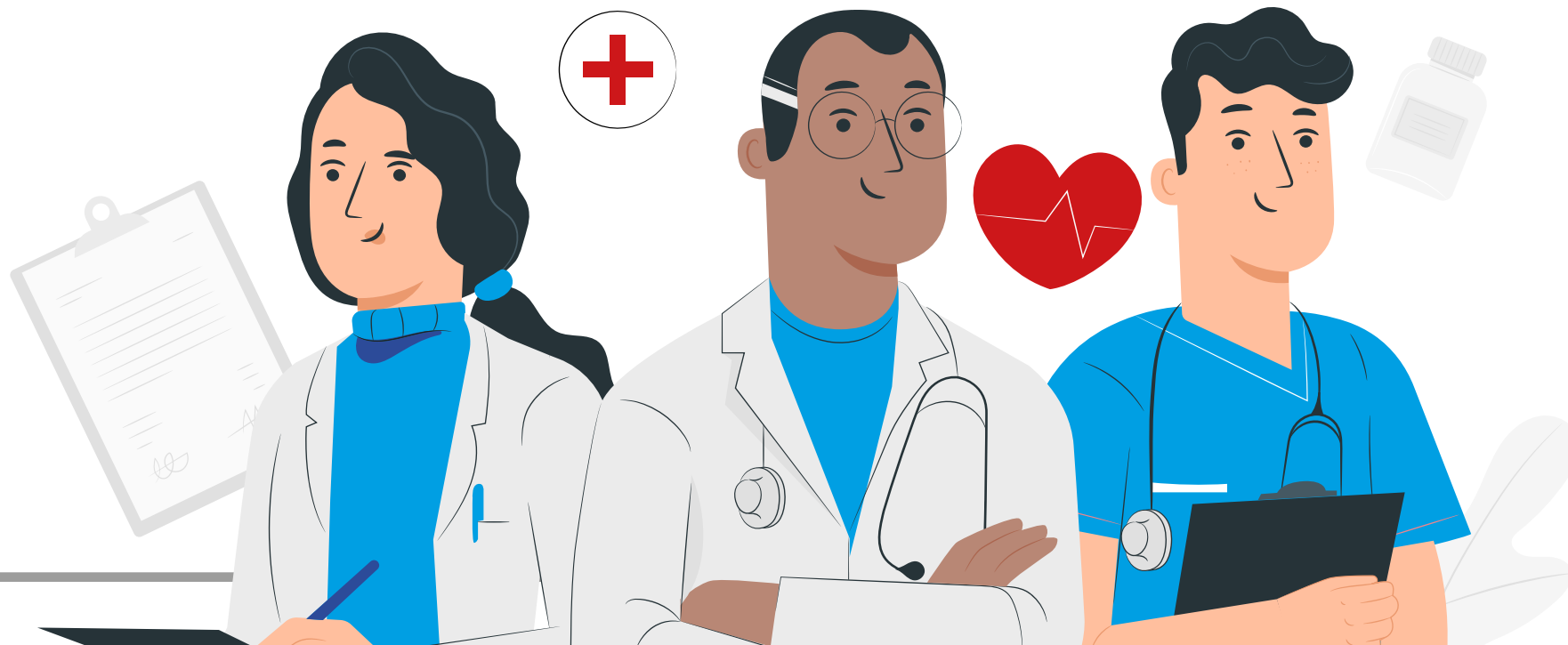
- Communication plan on preventive measures, the deenclosure, vaccination, protocols established, informational space has been maintained with the documentation and communications relating to COVID-19 on the intranet.
- Emotional and Social Support Programme to mitigate the effects of mental fatigue, aimed at employees and family members.
- Video due to the face-to-face incorporation of equipment into facilities, reminding of the main safety measures and protocols.

MEDIASET ESPAÑA IMPLEMENTS AN INFORMATIONAL AND THERAPEUTIC SERVICE ON PANDEMIC FATIGUE FOR EMPLOYEES AND FAMILY MEMBERS

To promote the emotional health, safety and well-being of the company's human team and its family members, Mediaset España, together with the Health and Person Foundation, initiated an informational and therapeutic advisory service aimed at improving the overall health level in view of the so-called 'pandemic fatigue' arising from months of forced coexistence with COVID-19.

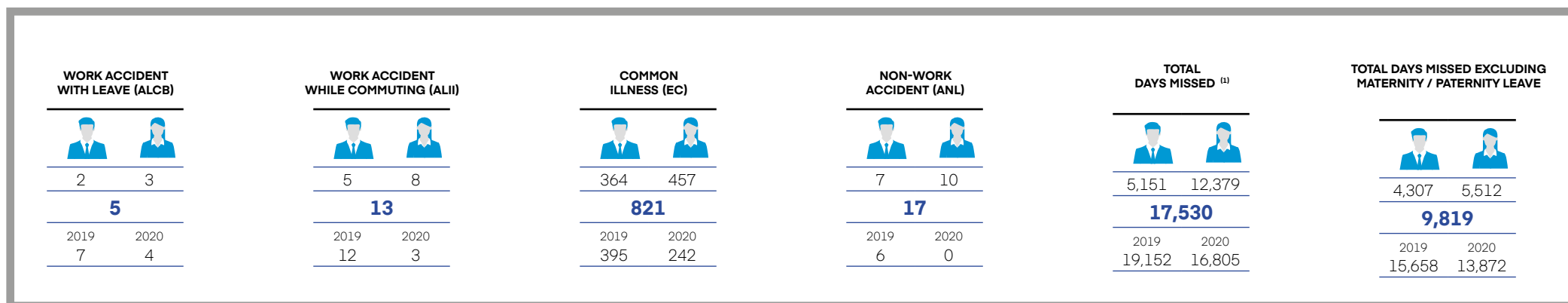
Personalised, anonymous and confidential telephone service 24 hours a day and seven days a week, which allows:

- * Psychological and emotional level, focussing on all types of frames: anxiety, stress, anguish, depression, fear, nervousness, etc.
- * Informational advice on the social resources available and how to access them, in matters such as grants (day-care, schools) or care for the elderly (on aid, residences or social and economic resources procedures).
- * A [https website:// fundacionsaludypersona.org/](https://fundacionsaludypersona.org/)thru which the Private Client Area is accessed with videos, tips and recommendations to achieve emotional well-being.





WORK ACCIDENTS



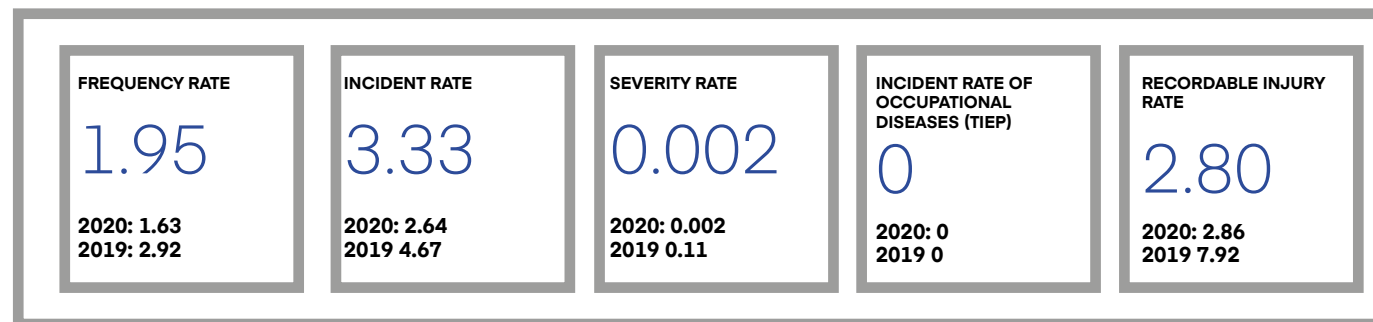
Scope: The Mediaset España Grupo, except for El Desmarque

(1) Includes data corresponding to work accidents with leave, work accidents while commuting, common illness (EC), non-work accidents (ANL) and also maternity/paternity and COVID-19 leaves (there were a total of 139 sick leaves due to COVID-19).

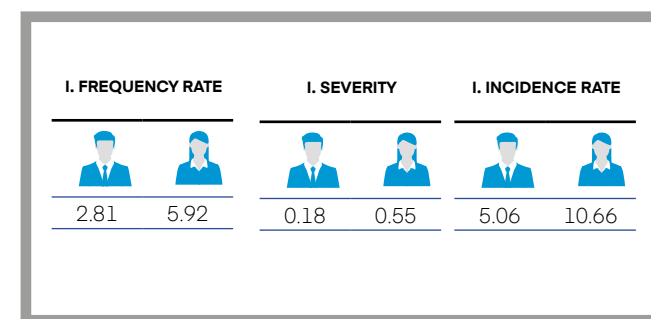
Note: In 2021 there were no deaths due to work accidents or occupational diseases, nor were there any high-impact accidents among regular employees or employees hired through temporary employment agencies.

From ETT. In 2021 there were 33 casualties amongst ETT staff, all due to COVID-19. The rate of injuries recorded in this group has been 101.05 and it should be taken into account that this rate includes leave caused by COVID, without there having been another type of occupational accident during the year.

ACCIDENT RATE



WORK ACCIDENTS BY GENDER



Scope: The Mediaset España Grupo, except for El Desmarque

I. Frequency = no. ALCB x 1,000,000 / Hours worked in the year by the average headcount.

I. Incidence = no. ALCB x 1,000 / average headcount.

I. Severity = Days lost due to ALCB x 1,000 / Hours worked by the average headcount in the year.

TIEP = no. Occupational Diseases / average headcount x 1

Recordable injury rate = no. ALCB + ALII x 1,000,000 / hours worked in the year by the average headcount.

The hours worked have been estimated based on the annual hours of the Mediaset España Collective Bargaining Agreement and the average number of employees.

Despite having implemented a complete occupational risk prevention system, in 2021 there have been 5 accidents at work with leave (ALCB) 2 of which have been caused by previous accidents, 1 have been caused by an overload (a bidder) and the other 2 have been dropped at the level, one in a study, so the lack of access to the study has been improved, and another in a home during the telecommuting period.

Furthermore, there have been 7 accidents at work without leave (ALSB) based on the following reasons: 1 drop to the same level lowering a step in the Group's facilities, 2 contacts with dangerous substance, 1 overdraught, 1 contact with material agent (particle that enters an eye) and 2 drops at the same level in a study, so the level was signalled and the tarm steps extended.

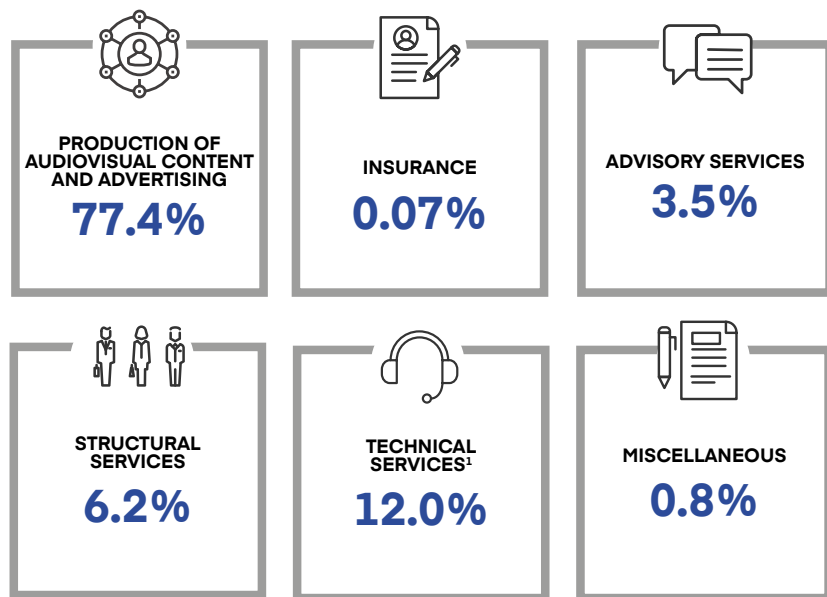
Although the health and safety of external staff are guaranteed by means of the procedure for the coordination of activities managed through the Joint Prevention Service, for the purposes of calculating the Group's own accident rate, the following are excluded:

SUPPLY CHAIN MANAGEMENT

Management of the supply chain is part of the responsible and sustainable management of Mediaset España's business. Therefore, the company promotes responsible practices within its sphere of influence, transferring its commitment to environmental, social and ethical standards to its supply chain.

Mediaset España includes clauses in its contracts that guarantee responsible business practices throughout its value chain, so that all partner companies agree to act in an ethical and responsible manner.

Among others, it calls for respect for the labour and trade union rights of its workers, not to use child labour, to reject any kind of forced labour, to prohibit any kind of discrimination, to comply with legislation on the prevention of occupational hazards, to ensure the safety of its workers in the exercise of their professional duties and to expressly prohibit any behaviour involving corruption, bribery or extortion. In addition, they are required to make a statement that they will respect environmental legislation, as well as promote the efficient use of limited natural resources.



(1) Technical services mainly include technical connection services, while structural services mainly include office supplies, consumables, courier services, telephony, travel and accommodation, catering and supplies.

In 2020, the main expenditure was concentrated in audiovisual content production and advertising, core areas of the business. Likewise, during the year, the Group's main company (Mediaset España), which accounts for more than 90% of spending on supplies and external services, worked with more than 1,100 different suppliers.

INVESTMENT IN AUDIOVISUAL RIGHTS (THOUSANDS €)

IN SPAIN	65,295
ABROAD	47,131

TECHNICAL INVESTMENTS (THOUSANDS €)

IN SPAIN	6,471
ABROAD	534

GEOGRAPHICAL DISTRIBUTION

SPAIN 87.75%	UNITED KINGDOM 2.27%	FRANCE 0.2%	GERMANY 0.03%	LUXEMBOURG 0.03%
ITALY 0.17%	BELGIUM 0.12%	IRELAND 1.53%	USA 0.44%	NETHERLANDS 0.16%
AUSTRIA 0.02%	ANDORRA 0.02%	ISRAEL 0.02%	SWEDEN 0.01%	SWITZERLAND 12.21%



MANAGEMENT OF INVESTEE PRODUCTION COMPANIES

The responsible management of the business by the investee production companies, insofar as they generate audiovisual content for the Group, is a relevant element in Mediaset España's value chain and its management is framed within the Group's code of ethics and values.

MEDITERRÁNEO.

MEDIASET *españa.* GROUP





In their management, the investee production companies take the following relevant areas into account:

EDITORIAL INDEPENDENCE

This is guaranteed by the full autonomy and discretion of the programme director to decide on the editorial content of the programme.

FREEDOM OF EXPRESSION

This is a fundamental value, with no restrictions other than those legally established to protect the privacy, honour and image of third parties.

PLURALITY AND DIVERSITY, NON-DISCRIMINATION

The profile of the programmes is very diverse; however, respect for plurality and diversity of opinions is maintained in all of them.

In current affairs programmes, the variety of the sources consulted and adherence to the reality of the news are valued; in entertainment or magazine programmes, the diversity of the panel of guests; and in fiction, they are included through the narrative approach of the scripts.

INTELLECTUAL PROPERTY RIGHTS

These rights are guaranteed in the service contracts with authors, artists, performers, presenters, collaborators and other participants in a production.

CRIME PREVENTION

Adherence to the Group's code of ethics

Signing of clauses related to crime prevention

Criminal Risk Prevention Model (Bulldog)

Security/Criminal Committee (Unicorn, Bulldog)

RIGHT TO PRIVACY AND HONOUR

The collaborators and/or participants in the programmes are contractually obliged not to violate the rights to privacy or honour of third parties, assuming liability in the event of violation of any of these rights.

PERSONAL DATA PROTECTION

The necessary technical and organisational systems have been implemented to guarantee the security of personal data and compliance with current legislation.

JOB STABILITY

Despite the temporary nature of the activity, production companies try to hire workers who have collaborated on previous projects, provided that the profiles required allow them to do so.

OCCUPATIONAL HAZARD PREVENTION

Staff attend courses related to the activity they carry out, such as fire emergency plans and office and safety training.

INVESTEE PRODUCERS WITH
REGULATORY COMPLIANCE MODEL

64%

INVESTEE PRODUCERS WITH DATA
PROTECTION MODEL

100%

**ACTION AND SAFETY
PROTOCOL FOR
COVID-19.**

Quick guide to
recording



FISCAL TRANSPARENCY

Mediaset España's fiscal strategy and policy are approved by the Board of Directors and published on its website⁽¹⁾

The Group's Finance Department implements tax policy with the support of the Group's legal and tax advisors. The Board of Directors, through the Audit and Compliance Committee, is responsible for supervising the aforementioned implementation. The Board of Directors, following a report from the Audit and Compliance Committee, is responsible for approving and monitoring the risk control and management policy, including tax risks, as well as supervising the internal information and control systems. Periodically, at least once a year, the Group's performance in tax matters is reported to the Audit and Compliance Committee.

The Finance Department is responsible for identifying and managing tax risks in coordination with the Tax Department. In turn, tax risks are integrated into the corporate risk management system and are monitored regularly by the Risk Management, Compliance and Internal Audit functions. The tax risk map is monitored quarterly and updated annually.

The Mediaset España Group is committed to compliance with tax regulations, transparency in communicating compliance with its tax obligations and collaboration with the Tax Authorities based on faithful compliance with legislation, dialogue, reciprocity and good faith. Mediaset España complies with the "OECD Guidelines for Multinational Enterprises" and adheres to the Spanish tax authorities' "Code of Best Tax Practices". The Group discloses its main tax figures through the publication of information on the payment of taxes applicable to all the Group's companies in the jurisdictions in which it operates.

On the other hand, through the Compliance and Prevention Unit, any employee, supplier or other stakeholder may report any concerns related to conduct that is linked to the integrity of the organisation in relation to taxation. This Unit reports directly to the Audit Committee. In addition, a transfer pricing report is prepared annually on the Group's commercial transactions in related activities.

The Group's tax strategy is focused on optimising the level of tax contribution under the premise of strict compliance with tax regulations and the elimination of any risk that might arise from any margin of interpretation of the tax regulations.

Presence in tax havens is increasingly penalised, even when carrying out lawful commercial or industrial activities. As a result, the Mediaset Group pays special attention to any possible activity that may take place in jurisdictions or countries considered tax havens. Accordingly, the Group understands that the concept of tax haven encompasses the European Union's blacklist of non-cooperative jurisdictions for tax purposes and the list periodically updated by the AEAT in Spain.

In December 2021, the Audit Committee was presented with the Tax Strategy and Tax Risk Map 2022, a document comprising the tax risk map, the most relevant tax policies for the period, the Tax Strategy, as well as the Tax Contribution and Planning for 2021.

PRINCIPLES OF OPERATION OF THE MEDIASET ESPAÑA GROUP'S TAX POLICY AND STRATEGY

- Strict compliance with applicable tax regulations
- Fulfilment of the obligation to pay the corresponding taxes
- Collaboration with the tax authorities
- Transparency in communicating compliance with applicable tax obligations.
- Commitment not to implement or use opaque corporate structures for tax purposes.
- Approval by the Board of Directors of transactions with a tax impact and/or which could present a special tax risk
- Control and prevention of fiscal risk
- Compliance with the "OECD Guidelines for Multinational Enterprises"
- Adherence to the Spanish tax authorities' "Code of Best Tax Practices"

More information

(1) For more information click here



TAXES PAID BY THE MEDIASET ESPAÑA GROUP IN 2021

	(thousands of euros)
Radio Spectrum Use Tax	729.6
Property Tax	336.7
Tax on Economic Activities	96.7
Personal Income Tax on Property Income	183.5
Value Added Tax (VAT)	99,452.3
Canary Islands (IGIC) and Ceuta and Melilla (IPSI) Indirect Taxes	69.5
Non-resident Income Tax	3,371.6
Personal Income Tax on Lease Income	4.1
Personal Income Tax on Earned Income, Economic Activities, Prizes	29,118.2
Urban Solid Waste Tax	35.6
Vehicle Entry Tax	12.4
Contribution to Financing RTVE	20,663.8
CNMV Fee	20.6
Tax on certain digital services	1,056.7
Income tax prepayments	43,960.0
Corporation tax refundable	(18,579.0)
Other	10.2
TOTAL TAX CONTRIBUTION IN SPAIN IN 2020	180,478.4

TAXES PAID¹
(THOUSANDS OF EUROS)

48,279
27%

TAXES COLLECTED²
(THOUSANDS OF EUROS)

132,199
73%

(1) Taxes paid: Radio Spectrum Use Tax; Property Tax; Tax on Economic Activities; Value Added Tax (VAT); Canary Islands (IGIC) and Ceuta and Melilla (IPSI) Indirect Taxes; Corporation Tax; Urban Solid Waste Tax; Vehicle Entry Tax; Contribution to Financing RTVE; CNMV Fee.

(2) Taxes collected/withheld: Personal Income Tax on Property Income; Non-Resident Income Tax; Personal Income Tax on Lease Income; Personal Income Tax on Earned Income, Economic Activities, Prizes; Value Added Tax (VAT).

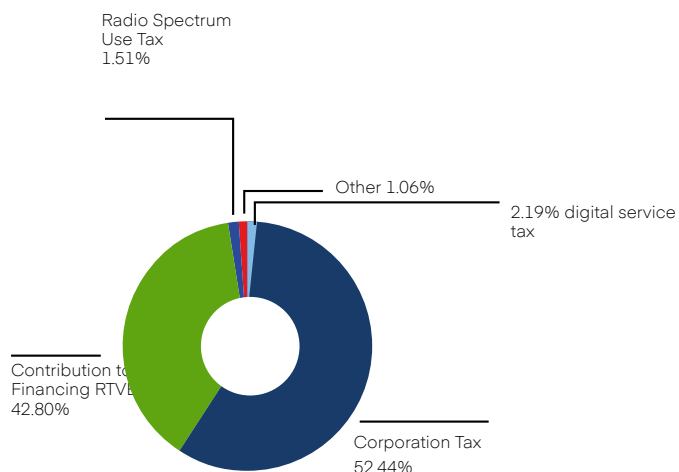
In 2020, Mediaset España began marking box 069 on its corporation tax return, thereby, allocating 0.7% of the total tax payable for social purposes.

The contribution corresponding to the corporation tax filed in 2021 for this concept was €297,375.



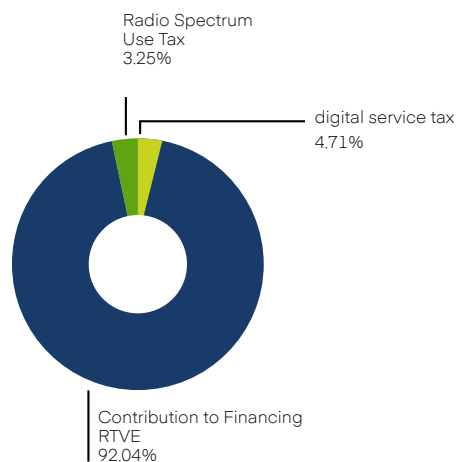
TAXES PAID BY THE MEDIASET ESPAÑA GROUP IN 2021

The taxes paid by the Mediaset España Group in 2021 amounted to more than 48 million euros, more than 50% of which corresponded to Corporate Income Tax and almost 42% to the Contribution to Financing of Radio y Televisión Española (RTVE).



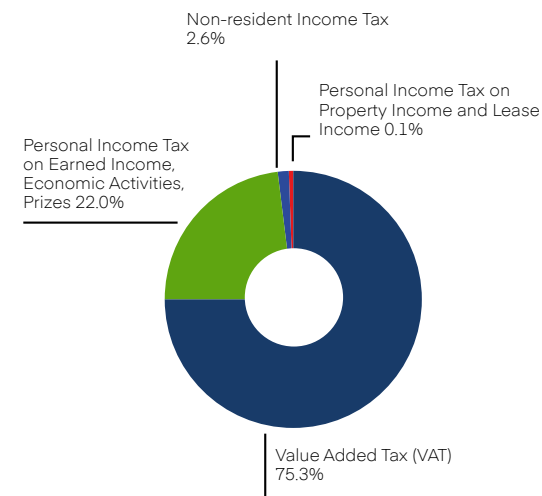
TAXES/FEES SPECIFIC TO THE BUSINESS ACTIVITY

The fees and taxes for specific activities paid in 2021 exceeded 22 million Euros, and 92% corresponded to the contribution to the financing of RTVE.



TAXES COLLECTED/WITHHELD

Taxes collected/withheld by the Mediaset España Group in 2021 exceeded 130 million euros, where more than 75% of the tax contribution corresponded to VAT and 22% to Personal Income Tax on Earned Income, Economic Activities, Prizes.



MEDIASET GROUP'S TAX CONTRIBUTION WITH RESPECT TO 2021 REVENUE

21% of the Mediaset Group's revenue is allocated to the payment of taxes, of which 6% corresponds to taxes paid and 15% to taxes collected/withheld.

TOTAL TAX CONTRIBUTION RATIO IN 2021

In 2020 the Total Tax Contribution ratio of the Mediaset Group in Spain amounted to 21%. In other words, of the total consolidated profit before tax, taxes paid represent 21%.

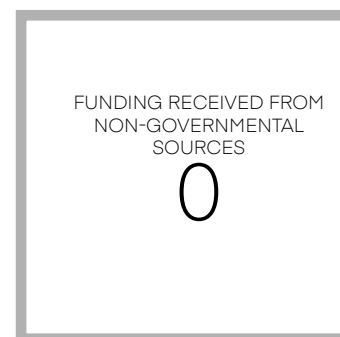


RECONCILIATION OF PROFIT FOR THE YEAR BEFORE TAX AND CORPORATION TAX (THOUSANDS OF EUROS)

	2021
Consolidated profit before tax	231,257
Consolidation adjustments	-12,765
Permanent differences	-28,620
Temporary differences	11,972
Taxable profit/(tax loss)	201,844
Taxable profit	
Gross tax payable (25%)	50,461
Offset of tax losses	-957
Tax credits and tax relief	-24,123
Withholdings	-43,960
Corporation tax refundable	-18,579

(1) Corresponds to the tax relief and tax credits applied in the year.

GRANTS RECEIVED IN 2021 (THOUSANDS OF EUROS)

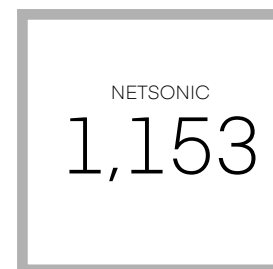


TAX EXEMPTION ON DIVIDENDS



(1) Corresponds to the tax relief for the continuous training plans of the Fundación Tripartita and the aid received from the Ministry of Economic Affairs and Digital Transformation, for the adaptation to the new frequencies (2nd digital dividend)

TAX LOSSES NOT RECOGNISED (THOUSANDS OF EUROS)



UNUSED TAX CREDITS AND TAX RELIEF (THOUSANDS)



TAX CONTRIBUTION ABROAD

Following the formalisation of the closure and liquidation processes carried out in 2020 of the Netsonic Group's subsidiaries with registered offices in Colombia, Mexico, USA and Peru, which ceased to be operational from the beginning of the year, the Mediaset España Group companies do not make tax contributions abroad.

Note: The effective tax rate differs from the nominal tax rate due to audio-visual production tax credits.



CREATING VALUE FOR SHAREHOLDERS AND INVESTORS

To disseminate corporate information without any distortion or asymmetry between shareholders or potential investors, Mediaset España frames its relationship following the criteria established by the regulator (National Securities Market Committee), the Group's Code of Ethics and best practises in terms of communication and relationship with investors.

In 2021, the relationship with shareholders and investors was marked, as in the previous year, by the effects of the COVID 19 pandemic, while there were no face-to-face events and the digitalisation of this activity was maintained. This meant that, on the one hand, access to investors from remote markets was easier, while on the other hand, on certain occasions connexion problems, lack of information from interlocutors or the gradual increase in cancelation of meetings has been an effect that cannot be considered positive in the development of the activity.

MEDIASET ESPAÑA ON THE STOCK EXCHANGE

Mediaset España started 2021 with a share price of €4.26 per share, reaching its maximum annual value on 31 May 2021, trading at €5.79 per share. For the first half of the year, the contribution of the action reflected the gradual improvement in growth prospects, promoted by the gradual immunisation of the population by vaccines and which suggested that the worst of the pandemic had fallen behind. However, the arrival of new waves and shoots caused the second part of the year to bring a decrease in income estimates in the company, which was reflected in a downtrend that caused Mediaset España's action to end the year at 4.11 euros per share, representing a decline in the year of 3.52%.

The capitalisation of Mediaset España at the end of 2021 amounted to EUR 1.287 million, which represented some more joint capitalisation of the rest of the Spanish market's listed media companies.

Finally, it should be highlighted that the analyst consensus at the end of the year placed the target price of Mediaset España's shares at 6.44 euros, granting a theoretical revaluation potential of 56.6%. Nearly 70% of these opinions also recommended buying shares.

Quarterly reports on the results sent to the CNMV, published on the corporate website

Publication of quarterly reports on the corporate website, in both Spanish and English

Information sent via email to each investor and/or analyst who has requested it

Meetings with investors (video conferences)

Notification to the CNMV relevant matters that affected the share price and of which shareholders and investors should be aware

Real-time transmission of results presentations through conference calls and webcasts, allowing stakeholders to interact and ask any questions and raise any issues they consider relevant. These sessions are recorded and are available on the Mediaset España website until the next meeting



ANALYSTS' MAIN QUESTIONS

What is the evolution of the advertizing market in 2021?

2021 was marked by recovery in all advertizing media, after a year in which significant falls were recorded due to the impact of the pandemic.

It should be noted that advertisers are able to adapt their budgets and campaigns to the health situation, reacting swiftly whenever there is an improvement and postponing the campaigns when a new wave of COVID 19 infection was generated.

At the sector level, market behaviour could be classified as positive in activities such as retail, food and telecommunications, while the automotive sector would be found on the opposite side, which, after a hopeful start of the year, had to face the supply crisis of microchips in the second part of the year, which significantly slowed down the manufacture and launch of new models and, consequently, communication campaigns linked to them.

What is the rational acquisition of 13.18% of the capital in ProSieben?

Since Mediaset España acquired its first share in ProSieben in November 2019, the investment in the German broadcaster has been strategic in nature and is explained by the importance and size of the German market, with the focus on building a medium- to long-term European industrial project. When the Media For Europe project was launched two years ago, there were some doubts in the market regarding the rationality of these types of consolidation movements. There is currently a clear conviction about the need to gain size as an obligation to preserve profitability and obtain additional income in the future.

ProSieben is a fairly unique case in Europe in that there was no reference shareholder, which gave Mediaset España the possibility of becoming the main shareholder, with an affordable investment that has not led to the Group's leverage, maintaining financial capacities intact to address possible new investments. Together with Mediaset Italy, there are approximately 25% of the capital, which means that it is the largest shareholder and has a suitable position to be active, if necessary, in any business movement.

What is the company's dividend policy?

The Mediaset España dividend policy has been and continues to be that of distributing them once the operational needs have been met and the possibilities of corporate transactions existing in the market have been duly reviewed.

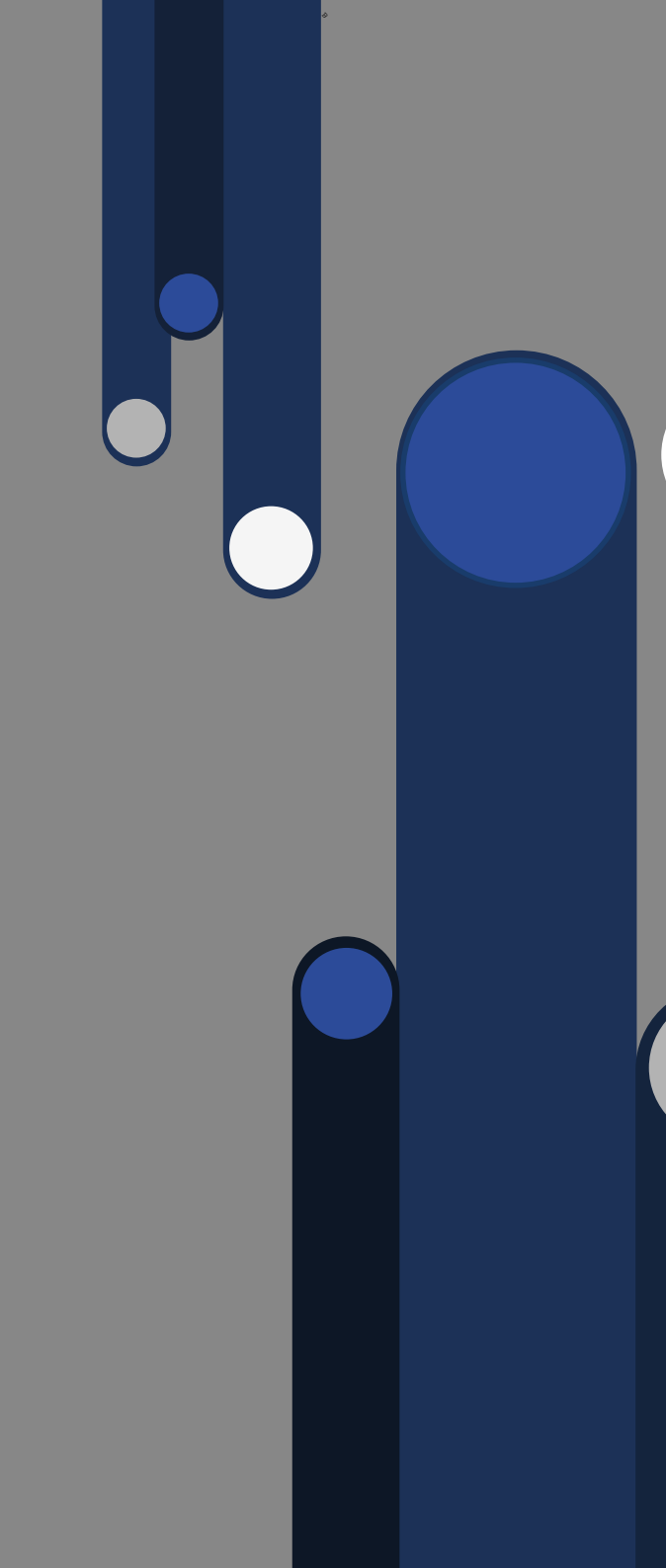
Mediaset España and its parent company, Mediaset Italy, have been pioneers in raising the need to consolidate the business to gain size and be able to compete better against the new global giants, maintaining both financial capacity and willingness to act when the opportunity arises. In 2021 there was a lot of movement in the European media market, with actual and potential transactions taking place both locally and internationally. For these reasons, Mediaset España has considered that the best strategic decision was not to distribute dividends but to have the necessary financial resources to address potential investment opportunities that led to growth for the business and increase the value for its shareholders.

What diversification strategy does the company carry out?

The diversification strategy in income generation has been enhanced in 2021. After a year when content creation was slowed by the movement limitations imposed by the pandemic, in 2021 the practically normal rate of content production was resumed, which made it possible to increase the size of our library and should favour the sale of content to third parties in the coming years.

In the digital environment, 2021 was Bealion's first full year of consolidation within the company's perimeter, obtaining double-digit revenue growths.

For its part, the Mitele platform reached the highest level of subscribers since its launch, despite not having football rights as in previous years, exceeding 210.000 at times. Mediaset España strengthened its proposal in Mitele, adding monotematic sections such as Dizi (dedicated to Turkish series) or AContra + (a hemeroteca that continues to incorporate new movies into its catalogue today).



CREATING VALUE FOR SOCIETY

- COMMITTED TO SOCIETY
- ACCESSIBILITY OF CONTENT
- ASSIGNMENT OF ADVERTISING SPACE
- SOCIAL COMMUNICATION CAMPAIGNS
- MEDIASET VALUE SEAL
- VALUE GENERATED AND DISTRIBUTED
- ENTERPRIZE SUPPORT
- COMPLIANCE WITH THE GLOBAL COMPACT
- COMMITMENT TO THE SDGS

MEDIASET ESPAÑA, COMMITTED TO SOCIETY

In compliance with its intention to bring people together thru entertainment, Mediaset España has addressed, another year, the social and environmental issues that occupy and concern society in Spain. He has also served as a speaker of claims for equality, coexistence, integration, environmental protection and care or health, amongst others.

GENDER EQUALITY

5 EL PROGRAMA DE ANA ROSA

- Hearing storeys of overcoming women who are victims of gender-based violence
- She covered the Santander Women Now Forum, an international women's reference congress where women's leadership and equality are valued. It was opened by former deputy chairman Carmen Calvo and closed by Queen Doña Letizia.
- She disseminated the III days of Women and Leadership, a business summit to promote Equality, Diversity and Humanist Leavers where different female entrepreneurs have talked about the success, power and importance of reinventing themselves.
- With the Taliban coming to power in Afghanistan, she paid special attention to the danger it posed to rights and freedoms in the country and, in particular, the situation of women
- The first congress of founders of high-potential start-ups was echoed in Spain: FEMALE FOUNDERS DAY, which aims to connect to the referents and to give visibility to entrepreneurs in the technological sphere.



5 VIVA LA VIDA

- She offered the storey of overcoming Carmen Giménez, a victim of gender-based violence, who, after having been pushed out the window by her partner, was left in a wheelchair and far from sinking, ended up becoming a parallel athletics champion in Spain. The 'Run For You' project aims to promote more inclusive athletics.
- He collected the testimony of Rubén, the first trans manager in Spain.
- He disseminated the initiative launched by a corsetry in Valladolid, 'We are all queens,' to discuss the sizes of the clothing and that all women are important, have the size they have.
- He denounced the sexual assaults due to chemical submission, without the victim's consent, that have triplicated, and that have promoted the emergence of a movement that promotes, under hashtag #DenunciaTuBar, that women who have been victims of chemical submission have their testimonies and indicate the bar where they occurred, to prevent it from going on.
- He announced the storey of a Andalusian professor who wanted to give a lesson to his students and for them he went to his physical education class dressed in a skirt up to the ankles, with the aim of giving his student reflection on 'what they will say,' on the clothing and the clichés associated with gender and promoting values in line with non-discrimination.
- He denounced the harassment and machismo suffered by singer Ederne as a member of the footballer (David de Gea) that failed the decisive penalty against Villarreal in the Europa League final.



5 SÁLVAME- SECTION "CON M DE MUJER" ("W" AS IN WOMAN)

Weekly, the program analyzed issues related to feminism, equality or women's empowerment, with the aim of bringing feminism closer to life with everyday examples of micromachisms that go unnoticed in society and that prevent the path toward equality, advocating a favorable environment for women who work daily in the program.

She also addressed the situation of women in the music industry, an industry where only 1 out of 5 artists on the success lists are women and where only 17% are leading artists, compared to 20% worldwide; data offered at a round table in which Spotify's Director in Southern Europe, Universal record companies and Sony Music and singer Rozalén participated.

As a result of celebrating World Feminist Men's Day for equality in Seville, a video was offered with the statements of men questioning the masculinity imposed by society, questioning heteropatriarchate, the problem of gender violence, changing the way men and women are related in conflict situations and not falling into toxic masculinity.

Manuela Carmena, former mayor of Madrid, visited the floor and talked, amongst other things, about discrimination against older women, stating that women are not treated equally with older men if, for example, they want to continue working.



5 YA ES MEDIODÍA

He gave voice to the achievements of female sport, giving them visibility, while echoing macho aggressions in this area, to condemn them. Events related to intimate recordings were also reported to women on public sites, participating in the debates of police inspectors and psychologists.

He made public at the end of March, the increase in 61% of calls to the phone to help victims of gender violence, as a result of issuing the documentary 'Rocío, tell the truth to keep alive,' according to data from the Ministry of Equality.

MUJERES AL PODER

The 26 protagonists of the second season of the docu-facts on women's empowerment and leadership led by Carme Chaparro shared the brave being, for not hesitating to face great challenges in society; wrestlers and perseverers, for not throwing the towel in the most complicated moments; and exemplary, for having reached their goals and fulfilled their dreams.

EN EL PUNTO DE MIRA

Four highly recognised women in journalism were included in the team: Samanta Villar, a face of some of the most innovative journalistic formats of recent television; Ana Terradillos, a journalist specialising in international terrorism; Mayka Navarro, an expert in police information and events; and Carme Chaparro, committed to female fraud and gender-based violence, who provided her vision in her different areas of expertise.

TODO ES MENTIRA

In the 2021 season, the programme reported various macho situations or violence against women, such as obstetric violence and the malpractice of some doctors, which was addressed with interviews with victims, doctors and lawyers. Relevant women were also interviewed for their work: scientists, doctors, researchers and policies of all parties.

CUATRO AL DÍA

During the 'Afghanistan crisis' period, from the fact that the Taliban took power in August to the days after the withdrawal of international troops, constant information was maintained to calm the situation, with a special emphasis on the repression that the Taliban exerted against women, where many of them reported inequality and the decline in their rights.

There have been many occasions when the programme gave voice to women victims of gender-based violence, and a detailed report was made explaining the wage gap between men and women in Spain, by autonomous communities and sectors.

The Iberdrola SuperA Awards were also echoed, an initiative to recognise and give visibility to the best projects implemented in Spain in favour of gender equality and women's empowerment thru sport. Among the winners are Ruth Aguilar, president of Unlimited Wheels and Lydia Ramos, Triple champion of Spain for adapted cycling. Thanks to them, the city of Valencia will have an adapted cycling school.



The documentary 'Tetas y tetinas' led by Noemí Fidalgo analysed the reality faced by women in Spain when choosing to give their children their breast or not. Through the first-person testimony of mothers and professionals in the area of breastfeeding, she investigates the problems and barriers faced by a woman when it comes to maintaining breastfeeding.

IN-HOUSE PRODUCTION OF FICTION PROGRAMMES

DEW DOCUMENTARY SERIES. TELL THE TRUTH TO KEEP ALIVE

Rocío Carrasco broke a 25-year silence, speaking for the first time on each and every one of the events that have marked his personal life, putting the issue of gender violence and vicar violence in the public debate.

As a result of issuing the various episodes of the document, different Group programmes were able to analyse relevant personalities in different areas, including:

- Irene Montero, Minister of Equality: she shared how the public account of a female victim of abuse was lived from her Ministry, highlighted her obligation to support any woman who dares to report a gender violence, criticised the 'bad mother' account that Rocío has had to suffer for many years and valued the possibility of identifying many women with the account set out in Telecinco's documentary.
- Lorena Abellán, United Women's Vice President against Maltreatment, lawyer and expert on gender violence: she analysed the testimony of Rocío Carrasco in the documentary, commenting that for women to report is not always the first option. For a woman to go to justice, she must be very strong and empowered, because the first reaction is to be questioned. He addressed the term 'revictimization' or 're-victimizing' a person reporting abuse, which is when a woman decided to make her gender violence public or to report it and received questioning for reporting and making it public. He also highlighted that, following Rocío's testimony, the Association received more than 50 calls from women who found the value to express their situation and, therefore, has given voice to many women who did not dare to speak previously.
- Ana Criado, family mediator: she analysed the brutal testimony of Rocío Carrasco and the conflict she has with her children.
- Carolina Cendrós, procedural lawyer, analysed Rocío's account from the judicial point of view, and the legal consequences of a mother's abuse judgement.
- Lawyer Montse Suárez provided her analysis, stopping psychological harm and manipulation of Rocío Carrasco's image in the media, on chronic injuries or harm caused over time and highlighting the need for protection.

- Bárbara Zorrilla, an expert psychologist in emotional well-being and attention to women suffering from gender-based violence and Carolina Castro, a lawyer specialising in violence against women: she highlighted that very women who are victims of gender-based violence have been reflected, in some respects, in the testimony of Rocío Carrasco, as they were made aware by numerous messages, although it should be remembered that there is no judgement that guarantees the fact that she has been an abused woman and that her partner is a abuser.
- Ana Bernal, an expert journalist on gender violence and professor at the Universitat Oberta in Catalonia: she wanted to highlight a judgement of the Supreme Court in 2019 that established that the delay in reporting does not diminish the victim's credibility and referred to 'The gas light,' one of the most common forms of psychological violence consisting in constantly doubting the victim of what she says and what she does and reminded of the concept of 'vicar violence,' a type of violence brought by a battering parent who uses children to cause harm to the other parent.
- María Zapata, from the Association of Adolescent Families with behavioural problems, explained the first signs of alarm and what are the consequences of faithful parental violence, both in parents and children.
- Mónica García, member of Parliament of the Community of Madrid and spokesperson for the party More Madrid highlighted the importance of Rocío Carrasco's testimony being issued on prime time, as it has reported a problem for society.
- Ana Bella Estévez, creator of the Ana Bella Foundation for to help battered women and a reference to discuss gender-based violence, he commented that Rocío's history is that of many women, also addressing the issue of 'silent violence,' psychological violence, and how difficult it is to prove it.
- The text also reached the European Parliament, where Ms Adriana MalEl gave a reflection on society's responsibility for gender violence.

The documentary can represent a turning point in the gaze on macho violence, as it generated a debate that took up all spheres and was heated in social segments that are usually away from this matter, putting political parties in the same direction to navigate against gender-based violence.

SEÑORAS DEL (H)AMPA

- Señoras del (h)Ampa – This is a dark comedy where roles normally identified with male characters (assassins, leaders of the underworld), are written and portrayed by women, without avoiding the characteristics of female characters. In season two, the characters played by the 4 protagonists joined new female characters that reflected different women's social and employment roles.

MADRES, AMOR Y VIDA

The series has addressed sensitive issues not only in the area of gender equality but also, from the perspective of diversity and health, such as domestic abuse, obstetric violence, women who become leasehold, the role of a grandmother who looks after a grandchild with autism or following up a trans child.





INTERNATIONAL WOMEN'S DAY

5 EL PROGRAMA DE ANA ROSA

Ana Rosa Quintana started the programme by revealing the bleak landscape for women's rights, which leaves a long year of pandemic: a greater gender gap in the working world, the difficulty of reconciling, the lack of opportunities that increase female unemployment, the difficulty of accessing senior positions, the roles/areas where women have greater visibility; gender violence and the lack of protection of victims

5 DOMINGO DELUXE

The programme included messages from known groups of the Group aimed at women, raising awareness of women's rights, the fight for equality, support for women who are victims of abuse, the claim of gipsy women, feminism as a synonym for equality, paying tribute to all women who have been in the forefront of the fight against the virus, in the different roles that this has implied.

5 YA ES MEDIODÍA

It began its edition with images from different points in Spain where it was held this day, connected with other Spanish cities where the concentrations and gears were produced normally and dedicated its programme discussion table to the international women's day. She also collected the results of the GAD3 survey for the NIUS digital newspaper where she discussed the different perception on gender equality between men and women.

5 SÁLVAME

The programme's colours and graphics became purple. The magazine included the testimony of the journalist Marisa Martín Blazquez, who made her illness public - myasthenia gravis, characterised by varying degrees of weakness of the body's skeletal muscles, given the criticism and machista comments made on social media that affected her physical appearance. Carme Chaparro and Carlota Corredera joined Geles Hornedo, presenter of the 'Con M de Mujer' section and highlighted the importance of having female referents in all spheres of life, presenting several testimonies from women who suffered physical and psychological violence, highlighting the data of the Public Prosecutor's Office on false complaints of abuse: 0.0069%.

5 EL CONCURSO DEL AÑO

On International Women's Day, the programme offered a special delivery in which seven unknown women, all pioneers and with great storeys, surprised with their participation: Maite Martínez, one of Spain's greatest athletes, 17 times Spanish champion in athletics, double silver medallist in European championships and National Sports Award; Jenny, nursing assistant who goes to the programme on behalf of her group; Rosa, farmer; Alba, researcher, works on water quality analysis; Marta, high-performance athlete who has two silver medals and one of bronze won in Paralympic Games, in the discipline of Judo, sub-European and World champion, medal in three Paralympic Games. The sixth is called Charito, is 97 years old and is a Paton councillor and has thought to follow a long time. The final round starred Rosa, Spain's first female football arbiter in 1979.

During that week, the final round was daily starring one woman: Merche, mason woman; Conchi, lorry driver; Alicia, the first Spanish-speaking woman to turn the world on a motorcycle and solo; Cheli, pioneer of athletics in Spain, champion of 1.500 outdoors in Spain, triathlete and has won the duathlon world championship in spin and short distance.



INTERNATIONAL WOMEN'S DAY

 TODO ES MENTIRA

The presenters Risto Mejide and Marta Flich changed their roles and the programme colours and their graphics also changed to celebrate the 8M, becoming purple and with special signs for Women's Day.

Marta Flich opened the programme by revealing the need that remains 8M and feminism; the words of the institutional act of Irene Montero, Minister of Equality, were disseminated together with the President of the Government Pedro Sánchez, on the occasion of International Women's Day, where the Chairman of the Government indicated that only thru feminism can society move forward and the Minister highlighted the need for a feminist agenda and the chairman suggested that only thru feminism can society move forward.

 CUATRO AL DÍA

The programme began with live connexions with different localities in Spain where celebrations were held for International Women's Day; it addressed the attack suffered by several feminist murals in Madrid, Seville, Gandía and Colmenarejo, hours before International Women's Day; analysis of the controversial macho of the Goya Awards, expressing its outrage after comments during the retransfer of the red carpet on social media and sparking the plastic surgeon Laura Cabañas initiative that, as part of the 8M celebration: Likewise, about the gender gap, based on the results of the GAD3 barometer; the collapse in birth and the salary gap in Spain where, on average, women charge almost 5.000 euros per year less than a man exceeding the national average in some communities.

 EN EL PUNTO DE MIRA

The programme pivoted between the United States and Spain to learn about the role of the first ladies, asking the question on whether they are an influence on the shade of the most powerful men in the world, whether they have the capacity to act, whether they have the salary or how regulated their role is, looking for their testimony and offering the opinion of journalists and experts on the matter.



The channel celebrated International Women's Day with a series of pieces issued between 8 and 31 March, highlighting the values of diversity, freedom and tolerance. The channel APP created the 'Girl Power' section with the female characters in the Boing animation series.



WORLD DAY FOR ELIMINATING VIOLENCE AGAINST WOMEN

 EL PROGRAMA DE ANA ROSA

The programme had significant testimony: Sandra, the victim of 'El Melillero,' attacked with sulphuric acid at the beginning of the year. He asked to adapt the laws to the facts, denounced that these individuals are not reintegrated into society.

The programme discussed the issue with its usual collaborators and with the psychiatry doctor María Velasco, and also launched a message: "we cannot forget about women who suffer macho violence. It is a scourge in this country and we must all contribute to eliminating it. "

 YA ES MEDIODÍA

He highlighted that, since 2003, 1.117 women have died killed by their couples or former couples in Spain, claiming the relevance of a day as é ste.

He recalled that a minute of silence has been observed in all local councils in the country and the news was given that the government party and the main opposition party reached an agreement to renew the terms of the covenant.

 SÁLVAME

He congratulated the companions of the documentary series' Rocío. Tell the truth to keep alive and especially its director, Ana Isabel Peces, who had received the communication and awareness award from the Ministry of Equality for her fight to combat male violence.

 YA SON LAS OCHO

He echoed the campaign against gender-based violence promoted by Italian photographer Alexandro Palombo to raise awareness in society of the fight against male violence. A campaign under the name 'She reported it, but they killed it' where female faces with significant social impact are photographed as if they were victims of gender-based violence. The programme connected live with Plaza de Cibeles where many women focussed on macho violence, asking for immediate solutions. A statement that on her arrival at the Sun Gate read the names of the 37 women killed to date in 2021.

 VIVA LA VIDA

He gave the testimony of Noelia Míguez, a victim of gender-based violence, who was about to lose his life in the hands of his partner. She asked the competent authorities to focus on female victims of male violence.

 TODO ES MENTIRA

He disseminated the actions and data provided by the United Nations, where 'almost 1 in 3 women have suffered abuse throughout their lives,' figures that increase in times of crisis. The latest UN report, based on data from 13 countries, indicated that since the pandemic began '2 in 3 women have suffered some form of violence or are aware of any women who suffered it'; however, 'only 1 in 10 said they would turn to the police for help.' The report also indicated that these women who have suffered some type of violence 'are more likely to face poverty and food shortages.'

The programme also highlighted that 1 in 5 young people aged 18 to 29 years think that male violence is an ideological invention, and interviewed Victoria Rosell, the Government Delegate against gender violence who highlighted that a lot of hidden violence is being visited; they are concerned about the education and messages of denialism that are reaching young people. He assured that parties that deny gender-based violence and talk about intra-family violence are 'accomplices' in violence against women.

 CUATRO AL DÍA

He reported on the various concentrations in different cities in Spain, connecting with Madrid and Barcelona, reminded the international relief signal and offered the figures in Spain throughout the year: 37 women killed, 1.118 murdered since there was data (2003). Only 25% had reported. More than 53.111 with some type of police monitoring and 2.499 with electronic protection by court order. 44 minors killed by their mothers' couples or former partners since 2013 (vicar violence). 330 orphans since 2003 because they have killed their mothers. 80% of the men being tried are convicted.



DIVERSITY

5 VIVA LA VIDA

- José y Celia, two young people with Down syndrome who have conquered social media. They met when they were small, in the Down syndrome association, in Úbeda, and it was love at first sight. Its aim is to give visibility to people with Down Syndrome.
- The programme offered images of the victory in the parasurf World Championship held in California in 2020 by Carmen López, Spain's first blind surfer.
- Davide, a young person who lost arms and legs due to meningitis due to a multiorganic failure, it aims to participate in the feedbacks. 'Above life' is the book resulting from the experience he has lived.
- Hugo, father of Hera, a 2-year-old girl who was diagnosed with autism when she was 13 months old, highlighted that inclusion is very important and that, on many occasions, institutions and schools do not respond as they should; he also stated that society is not prepared and aware to integrate people with autism.



- Xana Palacios suffers from Tourette Syndrome, a very complex and unknown neuronal pathology that gives visibility thru her tic-toc account. People who suffer it must learn to live with this pathology and learn to live with social reactions, behaviours that normally translate into bullying.
- Mireia Mendoza, a 27-year-old girl who was born with Usher syndrome and became the first deaf and blind model to parade on the most important walks of world. In addition to a model, he is a computer student and sign language.
- Álvaro, first child probar an exoskeleton.
- Miguel Ángel Roldán, a 39-year-old triathlete affected by ELA, shared his challenge of raising the Urriellu, in Europe Peaks, to visit the ELA.
- Lara Sajen, the first trans person to participate in the 'Survivors' programme, an activist and bearer of the fight against cyberbullying, tells her life of fighting and overcoming.
- José Pedro, Guardia Civil who promoted visibilization of the LGBTI group to standardise sexual status in the different professions.
- Increase in attacks on people with disabilities.
- Social rejection of overweight persons



5 GOT TALENT

- Laura Diepstraten presented herself to share her passion for music. He confessed that he had never been able to explain what it was like to be blind, but he found his way of expressing himself in music and piano.
- DalecandELA, the rock band showed up with a theme of its own: inspired by the fighting spirit of one of its members, who suffers from ELA disease, they founded the DalecandELA association and sounded their illness.
- The programme offered the performance of Florent and Elisa on a wheelchair. Together they want to show that dance is something for everyone and that dance must be something inclusive.
- Josemi claimed, with twirling, that there are no sports assigned to a gender.
- The Next Level group said no to drugs with dancing; the Next Level projectNext Level made up of young people who left the drugs for dancing was born as a social project and has led them to be one of the most leading groups internationally.
- The dancer Paddy, 87 years old, chose the platform of 'Got eligió España' to say goodbye to the world of dance. Along with her inseparable Nicko, she performed her last professional performance, illustrating that age is not an obstacle.
- Joao Paulo offered a very special version of the opera 'Carmen,' in which Carmen became a man who seduces men, giving her a turn that offered the LGBT group visibility.





5 EL PROGRAMA DE ANA ROSA

The pandemic brought new content to the programme in relation to the elderly and the treatment of the elderly, revealing episodes of abusive treatment towards them in some residences, disseminating reunions between grandparents and grandchildren upon opening the residences and how COVID once again appeared in these centres.

Homophobic aggressions have been reported. An attempt was made to transfer to the public the testimonies of witnesses and those responsible for the investigation in highly sounded cases such as the murder of Samuel, the 24-year-old who received a brutal beating against a disco in A Coruña. There has also been broad coverage of hate crimes against persons with disabilities, disseminating overlapping cases such as the murder of Isaac, an 18-year-old boy with Asperger syndrome, providing the viewpoint of family, friends, lawyers and specialists.

On the occasion of the International Day of People with Disabilities, the programme highlighted the need to remove barriers and obstacles to people with disabilities being able to integrate into social life, highlighting the key role of companies in this regard. In this regard, a report on the Randstad company highlighted that training and guidance for workers with disabilities is essential so that they can compete on equal terms in the job market and the words of María Viver, Director Fundación Randstad, 'the best way for these people to participate in society is integrating themselves thru employment.'



TODO ES MENTIRA

Carmen Lasource approved the examination two years ago to obtain a place BIR (equivalent to MIR in research). However, at all this time it has not been possible for any hospital to allow it to work; the discrimination it suffers is due to its visual disability, as it has congenital glaucoma.

The programme's concern for tolerance and respect for the diversity and inclusion of different social groups led it to report numerous homophobic attacks that came to the wording. He also lived closely on the migration crisis of Ceuta children, where a programme reporter directly shared his vulnerable situation.

CUARTO MILENIO

The content analysed by the programme highlighted migration crises. The programme analysed with its collaborators the interests behind all migratory crises: immigration, mafias and what these situations are unaware, such as that experienced in the Canary Islands, or in the autonomous city of Ceuta.

He also discussed inclusive language, a topical debate due to the speech by Equality Minister Irene Montero.



THE ENVIRONMENT/CLIMATE CHANGE

PLANETA CALLEJA

In the new season, the programme moved its guests and viewers to incredible places, valuing nature protection and the importance of preserving other cultures.

- **KENYA:** bike paths thru forests and savannahs, flights over the Rift Valley, stops in towns and animal protection co-operation centres, visits to an animal orphanage in Nairobi and a tour of Masai Mara National Park were some points along the route. Also visit null Eselenkei Primary School, in which the activist Agnes Pareyio fights in contra of female genital mutilation and in the Masai Mara area, a Masai town and a plane flight up to the Ol Ari Nyiro reserve, in which the Italian conservationist and writer Kuki Gallmann protects elephants from poaching and creates development projects for local ethnicities.
- **ICELAND:** trekking by snowy landscapes, a bath in a thermal river with an ambient temperature of -14° , travelled by underground volcanic pipes and ice caves and an ascent by the largest glacier in Europe were some of the experiences experienced. The Thingvellir National Park, where the fault is located that separates the Eurasian plate from the American, a geiser and the famous Gullfoss married, the southern ice caves of the country and the famous Diamond Beach, a black sand beach filled with depended ice blocks from the glaciers, were other points on the route.
- **SAO TOME AND PRINCIPE:** in the exotic African country in the middle of the Atlantic, pHe highlighted the nite spawning of the turtles on the beach, participated in the D'Jambi ceremony to invoke ancestral spirits, a trekking was carried out by the Obó National Park, a visit to a cocoa plantation and a stop in a cascade paradisiac on the Island of El Príncipe.

EN EL PUNTO DE MIRA

Two specials, live from the Palma, showed a devastated nature. Researchers and experts on the Island such as seismologists, vulcanologists and geologists, amongst others, discussed the uncontrollable phenomenon that, on the other hand, has been devastating for palm trees. Boro Barber got into the most dramatic reality, pointing out the many losses caused and the immediate help necessary for those who were left with nothing.



HORIZONTE

The Filos, Hortensia, Justine storms and the high temperatures in some areas of Spain at the beginning of the year led the programme to perform an analysis and to debate on climate change, where two researchers in Antarctica talked live about evidence of climate change, particularly in the life and death of animal species such as penguins; conducted a survey of their audience, the conclusion of which was forceful: the show's viewers considered the action of man to be responsible for climate change.

Likewise, the eruption of the Vieja Summit volcano on the island of La Palma was prominent in the contents, where live connexions were made to first hand understand the volcano situation and the consequences of palm trees, as well as a rigorous analysis addressing the new conformation of the Island, environmental damage, or the risks of inhaling toxic gases.



 VIAJEROS CUATRO

In its fourth season, the programme opted again for support to the national tourism sector, rediscovering its tourist wealth and nature thru representative enclaves, revealing some of its secrets from the hands of its inhabitants, anonymous or famous people visiting international destinations of particular interest due to their nature.

- MALLORCA: the island opened the fourth season route of the programme by visiting several high ecological value enclaves such as the Alcudia beaches and the spectacular Cape Formentor, the Sierra de Tramontana, where it visited the villages of Valldemossa and Deià or Dragonera Island, a unique and almost virgin natural enclave.
- LA PALMA Y EL HIERRO: dos PAde la biosfera en el archipelago canario, one of them fully topical due to the eruption of the Old Summit volcano in La Palma. There, he visited the beach of La Bajita together with a former fishermen's settlement, travelled the lush Los Tilos forest in the Nieves National Park, one of the most important laurisilva enclaves in the Canary Islands, up to the highest point of La Palma, the Roque of the Muchachos, at 2,426 meters high above sea level, discovering the heart of the island during the ascension: the Taburient Caldera National Park. Already on the island of El Hierro, the southernmost point of the Spanish geography, he made known the beauty and biodiversity of the La Restinga seabed and visited a sabina forest whose trunks and branches have been moulded by the relieved winds.



- NAVARRA: showed the Taconera Gardens, the oldest in the capital, that host deer, ducks and swans, amongst other animals, travelled to the town of Olite, mediaeval town, whose castle is the most visited monument in Navarre and travelled the Navarre Royal Bardenas, a natural park recognised as a Biosphere Reserve that has a semi-desert landscape barely 70 kilometres from the Pyrenees. He also visited the Baztán Valley, the Lumbier and Arbayún seals, two gorges sculpted by the Irati and Salazar rivers over millions of years and the lush Irati Selva, the second most extensive and most conserved hayedo-abetal in Europe.
- SCOPE: moved to Elche to learn about its famous palm, recognised as a World Heritage Site by UNESCO and visited Tabarca Island, amongst other points of interest.



- ALMERY: it travelled the Nature Park of Cape Gata-Níjar, carried out a kayak route along the coast to reach the Sirens Reef, showed enclaves that have served as natural scenarios for filming movies such as some of its unspoilt beaches and the Tabernel Desert and moved to Pulpí's spectacular Geoda, the world's largest visitable geode. This space, located inside a former mine, is about eight metres long by two metres high and is covered with enormous transparent or translucent gypsum crystals.
- CÁCERES: the Jerte Valley, known worldwide for its cherries and for its offer of adventure and nature activities, entered before starting a hiking route for the Nature Reserve of the Infide Gorge and also visited Las Hurdes, one of the most isolated areas in our country and a perfect destination for nature lovers.
- TANZANIA and ZANZÍBAR: the team travelled impressive nature parks of the Serengeti and the Ngorongoro, where they divided all types of wild animals into their natural habitat and showed the way of life and customs of the Masai tribe.
- ARGENTINA: the team visited the wildest area in the country, the Land of Fire archipelago, commencing that tour in Ushuaia, where it embarked on a cruise along the gentle waters of the area, witness to the effects of climate change on glaciers and visited some islets inhabited only by endemic animal and plant species.



 TODO ES MENTIRA

The programme echoed the news published by the Washington Post that reported, based on its investigation, that the climate data handled by countries are manipulated. The programme interviewed Miguel Aguado, environmental disseminator, who stated that climate change worries and interests Spaniards.

The arrival of the temporary Filos gave rise to interviews and reports that analysed the causes and consequences of the phenomenon; for example, Javier Martín, a physical geography professor, defended the possibility of getting closer to a new ice age due to weather ups. On the other hand, the controversial expansion of the Barcelona airport in El Prat was investigated and discussed in depth, given the risk it entails for the possible destruction of the Ricarda natural site.

The Glasgow climate summit took part in the content of the programme throughout its meeting, where the proposals of various presidents and activist Greta Thunberg could be heard, together with the criticism that indicated how countries manipulate the pollution data they issue, a matter that Miguel Aguado analysed.

 CUATRO AL DÍA

The programme, in addition to addressing the impact and meaning of weather events as a result of the Filos storm and its relationship to climate change, dealt with events such as the death of dolphins on the Almería coast, where Eva Moón, coordinator of Equinac, indicated climate change and pollution as highly probable causes; highlighted and discussed with collaborators the UN report warning of the effects of global warming as a result of climate change before 2050; shared studies on how climate change can affect the Mediterranean Sea, or which coastal cities de Spain could be under water due to the increase in sea level caused by Climate Change in 2050, 2100 and 2150. Vicente Negro, Professor of Environmental Technologies, explained these and other consequences for the planet in depth if measures are not taken as soon as possible.

The news of the arrival of the end of diesel and petrol cars set for 2040 was also discussed, explaining the measures to be carried out, explaining the emissions data currently generated by motor vehicles and making a live connexion with Carlos Rico, geographer and urban planner, who addressed the issue of pollution caused by vehicles and on the 2040 target of all vehicles in Spain being electric.

 CUARTO MILENIO

The Sunday magazine also addressed environmental issues, some linked to the animal world, giving broad denunciation of animal trafficking, which represents the fourth most important industry within the black market behind arms, white trafficking and drugs.

Climate change and its consequences were analysed in the programme, together with the experts Mar Gómez and Javier Cantón. The disappearance of the Arctic ice was analysed, which has revealed that one day was buried, resurfaces and returns to life, as a result of the discovery of an organism that was dead or in hibernation for millennia between frozen layers and that, with the increase in temperatures, has begun to revive.



5 EL PROGRAMA DE ANA ROSA

Since the Vieja Summit volcano in La Palma erupted, the programme closely monitored the evolution of this phenomenon, with its environmental implications, its impact on the island's physiognomy, crops, water quality and the ecosystem surrounding the island. The situation was analysed daily with direct testimonies from affected palms, and with experts in all areas: vulcanologists, geologists, marine biologists, amongst others.

The scientific reports addressing the unstoppable progress of climate change and the practises to be taken into account to reduce CO₂, analysing healthier energy and the optimisation of home energy. In relation to this, amidst the crisis of rising electricity prices, reports, reports and recordings were made on the different alternative energy sources (hydraulic, wind and nuclear), analysing their different impact on the environment. The ecological transition minister, including many other experts, joined in analysing the situation and prospects in Spain.

The climate summit held in Glasgow occupied much of the content of the programme during its term, which highlighted the need to drastically reduce emissions to reduce the increase in global temperature. The participation of the Chairman of the Government was also highlighted, announcing that Spain will allocate EUR 1.350 million to help the most disadvantaged countries in the energy transition.



BOING CAMPEONES DEL CLIMA

Communication actions were carried out on different media (the TV channel, its app, its Facebook account and Youtube) aimed at channel viewers- 'Climate Champions,' a series of pieces, created based on the channel's animation series, where different topics related to environmental care and the '3 R' (recycle, reduce, reuse) were addressed.





WELFARE AND HEALTH MANAGEMENT

The impact of Covid-19 in 2021 has remained at the top of current content during the period, as demonstrated by the broad informational coverage that has been dedicated to Mediaset España programmes. However, it has also given way to addressing other health and wellness issues, some of which have become more prominent as a result of the pandemic, such as mental health and health care in general.

5 SÁLVAME- 'One question, doctor' section

Addressed by Dr. Jesús Sánchez Martos, she addressed medical care topics on a weekly basis, from how to perform cardiac massage, how to prevent cardiovascular disease, how to palpate to detect breast cancer, what the influenza virus consists of, how to prevent ear diseases or pre-emptions for arthrosis patients, dedicating each week to an illness.

5 YA ES MEDIODÍA

The programme addressed COVID-19 issues on a daily basis such as the emergence of variants or the monitoring of the vaccination process, denouncing the irregular sale of vaccines with a research report. For all this, he has had highly recognised virologist, medical experts, pediatricists, microvirologists and haematologists, who have provided light with scientific data.

In turn, with the help of psychologist Ana Villarrubia, she echoed the mental health problems that caused the death of actress Verónica Forqué, whose analysis has helped to focus on these types of problems.

On World ELA Day, the programme set the goal of giving visibility to this disease, echoing the challenge of Jaime Lafita, an ELA patient, who travelled from Bilbao to Brussels by boat and bicycle to claim the need for more aid. Example of overcoming and visibility for other ELA patients, was received in the European Parliament.

5 EL PROGRAMA DE AR

Mental health jumped into the debate thanks to the testimony of Olympic medallist Simone Biles and has also landed on the political level, with the demand for more means to combat the adverse effects of the pandemic on mental health.

The programme continued to cover the COVID-19 pandemic, but this year, marked by the hope of the arrival of the vaccine, closely following the entire vaccination process, analysing the side effects, possible contraindications or the evolution of vaccination with some of the most prestigious scientists in our country and making the defence of vaccination a constant, even Ana Rosa Quintana was vaccinated live. Psychologically, so-called pandemic fatigue was treated by specialists such as Laura Rojas-Marcos, who gave the keys to overcoming it.

Furthermore, on the international day of suicide, the psychologist José Miguel Gaona analysed this silent epidemic, which was exacerbated by the pandemic, where 10 people commit suicide each day in Spain. He also echoed the approval of the Spanish Euthanasia Act, bringing the testimony of family members of many who were unable to avail themselves of it at the time. The suicide of the actress Verónica Forqué, once again highlighted the concern about depression and other silent and stigmatised diseases to which visibility must be given, as the programme did, with interviews with doctors, psychologists and specialists, presenting the importance of mental health in society and the lack of resources available.

Ana Rosa Quintana started her first programme in November confirming that she left television temporarily as a result of breast cancer, raising awareness of this disease, a fact that was subsequently addressed by all Mediaset España's programmes and informants.

5 MI CASA ES LA TUYA

In the programme with Paz Padilla, together with Luis Gutiérrez Rojas, a physician specialising in psychiatry, and Rafael Guzmán, a psycho-immunologist, the psychological process that a person faces after losing a loved one was addressed. From a pedagogical and dissemination point of view, these specialists offered tools to improve loss situations such as those experienced by Peace.

6 TODO ES MENTIRA

In addition to addressing issues related to COVID-19 and vaccination, the programme has given relevance to mental health since Íñigo Errejón, deputy for More Country, made an appeal at the Congress of Deputies at the beginning of the year, requesting a National Mental Health Plan. On that day the programme interviewed Errejón himself live and on successive days the culture councillor of the City Council of Madrid, Andrea Levy and the singer Blas Cantó, who shared their experiences and supported the plan proposed by Errejón. He also gave voice to several anonymous testimonies of people who suffered or had suffered from depression, highlighting how the disease had led them even to suicidal ideas. The data on the high suicide rate that were published gave rise to a programme in which psychologists such as Ana Villarrubia and athletes such as Claudia Jaimez gymnast or former basketball player Fernando Romay participated, which analysed the causes and consequences, the pressure exerted in certain social sectors, such as elite sport, the stigmatisation suffered by those suffering from certain mental disorders and the urgent need to extend the aid to facilitate the support they need. Román Reyes, responsible for Stop Suicides, also focussed on high suicide rate amongst medical professionals. The death of actress Verónica Forqué opened the debate on mental health again, which was extensively discussed with testimonies, reports and interviews.



CUATRO AL DÍA

The programme also addressed issues related to the pandemic, its various waves, vaccination and the need to preserve safety measures.

Furthermore, as a result of so-called pandemic fatigue, the need to review and care for mental health came to light more clearly and explicitly. The programme stood against the stigmatisation of this type of ailments and in favour of policies that contribute to a strengthening of mental health, more weakened during the pandemic, also supported by live testimony from Edurne Pasabán, the mountaineer, who talked about excessive pressure on sport and the dire consequences that it may have on a person's balance.

On the occasion of the International Day for Suicide Prevention, she discussed in depth, with psychologist Ana Villarrubia, the keys to prevention, the causes that can lead to it and the importance of requesting help. With this initiative, the programme gave visibility to the problem and wanted to help viewers and family members who could be identified with a similar situation.

On the occasion of the World Breast Cancer Day, the programme made a pleading in favour of raising awareness of the issue, as well as the importance of prevention and periodic reviews, accompanied by the issuance of a significant report where dozens of women take the streets every year in 'the Women's career.'

Likewise, on World Dream Day, accompanied by videoconference by Dr. Eduard Estivill, he highlighted the relevance of sleep medicine, the importance of good rest and good sleep. He addressed the increase in cases of insomnia and nightmares due to the pandemic, offering some recommendations to avoid them.

On the World Day of the fight against the ELA, he disseminated 'Increase your voice for the ELA,' an international campaign that aims to highlight the third most frequent neurodegenerative disease in the world, launched as a result of the commemoration of that date.

It also promoted healthy eating habits in its 'How like' section, where healthy recipes were disseminated to take to the beach, the benefits of taking seasonal fruit were explained or the amount of food being thrown was reported, as well as the dangers of miracle diets were addressed, and the importance of always turning to specialists and bringing balanced food was highlighted.



EN EL PUNTO DE MIRA

A theme addressed by the programme is the situation of families who have children with mental disorders, how they must deal with these diseases, how it affects them, how to raise awareness in society so as not to criminalise them and, above all, the fundamental question of making resources available to victims and family members. The former child defender Javier Urrea was interviewed at the child therapies centre and warned of the increase in parental violence and the need for support to address this problem that seems silenced.

Another matter under investigation was the proliferation of phobias and fears caused by the pandemic. In addition, the case of a young woman who travelled on the 11M attack trains was reported who shared her experience and her persistent inability to go to the street or go on trains and metros. With the help of a therapist and the programme team, the victim was finally able to get on a train as part of the processing required to overcome this fear disorder.

There was also extensive research on the impact of social media, demonstrating how many young people in Spain live hooked on them, forced each day to generate content to avoid losing followers. They are the so-called Influencers. Through interviews with experts, testimonies, and data collected, the danger of abuse of these practises was alerted. When issuing the report, the National Police invited Verónica Dulanto to be the protagonist of a campaign against child harassment and abuse, which was disseminated on the agency's social media.





Food was addressed from different aspects, with reports that dealt with the health benefits and problems that the practise of intermittent fasting can cause, with more and more adherents and that relates to an alleged healthy lifestyle. In this regard, health and nutrition specialists insisted on the keys for healthy and balanced food far from the fashion proposals that, without medical control, can end up leading to unexpected and dangerous complications. Extensive research was also discussed, the practise of eating raw food, highlighting the health risks of ingesting only food without cooking. The doctors, nutritionists and dieticians consulted opted to maintain a varied diet, with all types of products, raw and cooked and highlighted that eating food that does not have a cooking time can led to poisoning by E.coli bacteria that can led to serious health problems.

He also investigated the aesthetic disasters arising from the pandemic, revealing the increase in aesthetic treatment and, as on many occasions, they are carried out by people lacking any qualifications, and collecting the testimonies of victims who have experienced how their health has been in danger due to bad practise.

CUARTO MILENIO

In 2021 the programme continued to be the flagship of the most important information on the pandemic in Spain, with the collaboration and analysis of reputed personalities from the world of science, medicine, the economy, to analyse the situation of the pandemic one year after the appearance of SARS-Cov2 in the city of Wuhan, all with interesting big data contributions and mathematics in analysing the infection data, to focus on the aspects related to masks and their effectiveness, to the new variants and their danger or the necessary doses of vaccines; or to put on public attention, communication by China, its first case of avian influenza detected in humans.

He also put on the table the alarming issue of suicide, analysing this issue with Dr. José Miguel Gaona; he met, at the hands of Manuel Martín-Loeches, professor and coordinator of cognitive neuroscience at UCM, the latest and surprising advances in science in this area; he discussed the existence of a 'syndrome (unofficial) of false memory,' proposed by mathematician Peter Freyd, where people generate and create confabulations about their past, ideas that are false, but around those that build their life history. And he addressed an event that turned 40 and marked the history of Spain: The Toxic Syndrome, exemplary in the documentary led by Íker Jiménez, which deepens the greatest food poisoning crisis in Spain, presenting the different theories on this event that left more than 20.000 people behind, giving voice to experts, specialists, doctors and those affected themselves.

HORIZONTE

The monitoring of Covid-19 was a constant in the weekly tour of the programme to the point of occupying an own section, COVID REPORT, intended to address all the details of its evolution. In it, the appearance of the Ómicron variant, the global problem, the measures on child vaccination, the risk in Christmas celebrations and the recommendations to take precautions before the scheduled meetings were analysed in depth. In view of the alarming increase in cases, a monograph was carried out to review the data, indicating the protection measures and analysing the situation of internationally renowned doctors and experts.

Mental health was discussed in dealing with the case of the doctor who murdered three people at the Jiménez Díaz Foundation in 2006, who was sentenced to psychiatric internment with a diagnosis of schizophrenia and subsequently released, again stabbing two people.

On health matters, he addressed the impressive advances of a group of Spanish scientists who managed to implement a chip to a blind woman who allowed her, by electrodes, to recognise forms and letters. He also addressed the issue of mental health, addressing a major silent problem such as suicide, which has become the first cause of death amongst young people in Spain, and psychiatric disorders, reminding the doctor's case that murdered three people at the Jiménez Díaz Foundation in 2006, was sentenced to psychiatric internment with a diagnosis of schizophrenia and subsequently released, returning to stabbing two people.





In 2021 he released two series of animation that promote interest in science and healthy living habits. By the hand of the animation series 'The Fungies!', the viewers approached the world of science, where they could live great adventures around the reason for things and learn how they work with a young mushroom who excites everything related to science.

Promoting healthy and natural food compared to fast and processed food are the values that the animation series 'Manzana and Onion' conveyed to its viewers, which are the only fresh food in a city inhabited by fast and highly processed food.

Likewise, in promoting the sport, in parallel to the holding of the Japan Olympics, he issued a series of pieces where the sport was treated in an inclusive manner associated with enjoyment, rather than competition, and emphasising the values of friendship and team. He also issued pieces under the name 'Boing Tips' dedicated to sport, which highlighted the benefits of sport, the value of friendship and respect for rivals, and the importance of hydrating and following a healthy diet.



5 BESOS AL AIRE

The Covid-19 pandemic reaches Telecinco's fiction. Throughout its two chapters, 'Air kisses' narrates eight storeys crossed with the most difficult days of lockdown as a backdrop and love as a protagonist. 'Besos al Aire' are developed in a hospital, on behalf of the health centres in which the pandemic was combated in the first months; a supermarket, such as the delivery of those who watched for everyone's needs during the lockdown; and a housing building, as a symbol of the homes in which the population was recruited.



INTERNATIONAL BREAST CANCER DAY

5 VIVA LA VIDA

He interviewed Natacha López, winner of the Valencia women's career in 2015 by video conference and a week later diagnosed with breast cancer. Mother, personal trainer, businesswoman, never stopped training during chemotherapy treatment and she is recovered, although she continues with hormone treatment. Natacha sends a message to all women who are going on the same thing that she lived: to trust the medical team, to be active and to fight for their dreams and to have their heads restrain us.

5 EL PROGRAMA DE AR

He launched a message to support all women and Ana Rosa Quintana again relaxed her battle with the disease eleven years ago, drawing attention to her audience so that this type of tumours would be detected on time, as it is key to anticipate the progress of the disease.

5 YA ES MEDIODÍA

The magazine echoed the activity carried out by the Sandra Ibarra and EcoEl Foundation, which presented its pink containers designed by Ágatha Ruiz de la Prada to recycle glass. All money raised thanks to that recycling will be used for cancer research. Sonsoles Ónega highlighted the importance of breast exploration to anticipate this disease.

5 SECRET STORY. LA CASA DE LOS SECRETOS

During the development of the programme, mention was made of this special day and she asked for thought from all those women who could not overcome it, also for those who have overcome it and for that who are currently fighting the disease.

5 LOS TELONEROS

Carme Chaparro informed the programme that, according to the latest investigations, one in 8 women will be diagnosed with this cancer and that early diagnosis is key. The participation of Eric Frattini, organiser of the Pelayo Vida 2021 Reto '66 North' and the five women protagonists of the challenge of the year was to address the issue. Since 2015, Eric has organised incredible challenges starring women who have suffered the disease, with the aim of raising funds to promote research, early detection and the promotion of healthy living habits. The 2021 challenge has consisted of reaching the Arctic Circle by sailing boat, passing thru Parallel 66 with extreme weather conditions and the 5 protagonists give voice and visibility to the real possibility of overcoming breast cancer and being happy after overcoming it.

5 SÁLVAME

The health and medicine section led by Dr. Sánchez Marcos, 'A medical question!', was dedicated to breast exploration, one of the most effective practises for early detection of possible breast cancer symptoms. Early detection is vital to be able to fight the disease effectively, putting its survival between 90% and 95%, but it has become clear that, as a result of the pandemic, 1 in 3 women have not gone to their routine control due to fear of infection. The programme recommended that women do not skip breast explorations because they are life and explained to viewers how to do self-exploration as well as the ideal ages to start studying the body.

• TODO ES MENTIRA

He put the focus on job loss as a result of this disease, reporting that one in three women with this disease lose their job, according to the Anti-Cancer Association data and reported that in February the Congress of Deputies repealed the rule protecting dismissal due to justified medical leave.



• CUATRO AL DÍA

He made a pleading in favour of raising awareness of the issue, as well as the importance of prevention and periodic reviews, accompanied by the issuance of a significant report where dozens of women take the streets each year in 'the women's career.' He also highlighted that much progress was made in recent years in the investigation but that it is necessary to continue investigating, raising awareness and raising funds for all of this.

• CONCIERTO SOLIDARIO 'CADENA 100 POR ELLAS'

Music event to benefit the Spanish Cancer Association (AECC) where the most committed artists in pop provide their support to all women who suffer or have suffered from breast cancer.

**WORLD DAY FOR SUICIDE PREVENTION****5 EL PROGRAMA DE AR**

He reported that 10 people commit suicide daily in Spain; one person every 2 and a half hours. The psychiatrist José Miguel Gaona analysed the reasons that led to suicide and the measures that can be taken to avoid it, where the main exits are compassion and understanding and, therefore, it is important to see it. They are increasingly dimensioned by young people and more present in men than in women. The programme offered a phone to help people who may have had this thought at some point: 911 385 385

• TODO ES MENTIRA

He highlighted the statement organised by the Stop Suicides platform, a march to prevent them and focus on mental health. The programme gave voice and coverage to this problem and stigma, with an interview by video conference to Román Reyes, platform representative who also focussed on the high suicide rate amongst medical professionals, exacerbated after the pandemic.

• CUATRO AL DÍA

The programme echoed the latest figures from the INE that show that suicide deaths increased in Spain by 3.7%, with the country's first unnatural death cause, which is 1 in 100 deaths. The psychologist Ana Villarrubia was interviewed by video conference to discuss the issue, how it particularly affects young people and how the pandemic has increased the circumstances leading to pathological hopelessness.

5 SÁLVAME

He highlighted and highlighted the courage of humorist and writer Ángel Martín for making public the mental health problems he suffered in the past, when he suffered a psychotic outbreak thru which he had to be admitted to a hospital where he spent 15 days.

MEDIASET ESPAÑA LAUNCHES THE CAMPAIGN 'JUNTOS DESINFECTAMOS PARA PROTEGER' WITH THE AIM OF PROMOTING HOUSEHOLD DISINFECTION AND HELPING TO BREAK THE CHAIN OF INFECTION

Under the slogan 'Together we disinfect to protect,' the initiative highlighted the importance of daily incorporating the domestic habit of disinfection, as a preventive formula against the main viruses and bacterias. A communication alliance for health that has been collaborated with Fundadeps (Health Education Foundation) to change society's habits thru education and promote disinfection as an effective tool to keep our homes safe and protected.

Mediaset España offered extensive editorial coverage with the aim of maximising the message, with transmedia content, product placement and exclusive sections with several of its presenters as campaign ambassadors; including Sonsoles Orega, Jesús Vázquez or Paz Padilla.

**SUMMER OPERATION: THIS SUMMER BEHAVE WELL.**

Mediaset España's channels emitted a series of pieces whose central message was to convey to viewers that must continue to protect themselves from coronavirus and continue to take appropriate measures during the summer. They show images of people on the beach with different scenes while a voice-over commented: 'there is also a bikini operation this year' and performs a simile between a man's curve lying on the beach and the curve of a contagion graph for Covid-19, images of children taking protection and a young woman putting on a mask. 'Because it is up to us that this bitter winter will become a sweet summer.'





HEALTH MANAGEMENT OF IN-HOUSE PRODUCTION

In 2021, anti-COVID protocols have been implemented in both pre-production management and shooting, with specific staff hiring and periodic antigen and PCR testing.

Creation, writing and pre-production work has been done virtual with the least possible contact.

- Weekly follow-up meeting to ensure the correct application of all protocols and guidelines by television production managers;
- Absence of a public on the sites of Mediaset España facilities and their gradual incorporation based on current health developments and regulations, always maintaining safety distance, use of mask and prior temperature control;
- Test all programme presenters and collaborators prior to each participation;
- Reduction in the number of collaborators on the board to maintain the safety distance and avoid any type of physical contact;
- Outside recordings took extreme preventive measures, creating bubble groups within the productions, strictly avoiding contact with anyone outside the production.
- Recruitment of local staff who have followed the same protocol, moving to live during production in the same facilities as the Spanish team to avoid contacts with the outside.
- Regular COVID testing is carried out for all staff, regardless of applying all preventive measures such as temperature taking, mandatory use of mask, hand hygiene, equipment cleaning after each use, etc.

SUPERVIVIENTES

The health and safety of the contestants and the team - both those displaced to Honduras and those who worked in Madrid have been absolute priorities in designing the programme's production. Each year, an exhaustive plan of measures is implemented that includes previous medical examinations, highly qualified medical personnel supported by local physicians, a clinic installed at the hotel in which the team and two reference hospitals in the area reside and work, a civil helicopter available to fly at any time of the day and four powerful large cans.

In turn, Survivors 2021 had a strict protocol of action with regard to COVID, which included the measures agreed by the World Health Organisation (WHO) and those established by the Ministry of Health, Consumption and Social Welfare of Spain and the Precoc Detection, Surveillance and Control Strategy for COVID-19 of the Community of Madrid, as well as the recommendations of the Guidelines on Good Practices for Special Measures for Occupational Risk Prevention of the Audiovisual Sector.

In LA CASA FUERTE, in addition to complying with all the aforementioned protocols, all staff were provided with working clothes that they should wear on a daily basis.

PCR tests were performed at FIRST DATES for all participants, as well as for figuration staff.

At SOLOS, participants were isolated in their particular inclosure within the floor and when they received any physical visits, they must pass all the controls marked by the Mediaset España protocol described above.

GOT TALENT

The sixth edition of the programme has been the most complicated to do due to the special circumstances of the pandemic. Taking into account the scale and spectacularity of the programme, the health restrictions and protocols of the pandemic posed an immense challenge for almost 300 people on the programme team.

In addition to the Coliseum Theater in which the galas were recorded, a second theatre was rented in the Gran Vía madrileña, the Lope de Vega, to distribute all activities in two large spaces, to guaranty the social distance between the insolvent parties while waiting for their performance and to safely perform all the production and performance tasks of the programme. To provide assurance to the attending audience, two groups were formed that have taken turns in the recordings and a strict health safety protocol has been followed with everyone.

The casting, which had a higher level of call than previous editions, was made fully online.

The daily rapid test for team members, the exhaustive and constant disinfection of seats, corridors and surfaces, or the disposal of gloves and hydroalcoholic gel completed the extraordinary measures taken to perform the programme.



In 2021, **Mediaset España news**, in addition to performing their informational work impartially and objectively, they have also brought relevant social and environmental issues closer to society, serving as a speaker to raise awareness and invite it to reflect on issues such as solidarity, responsibility or care for the environment, amongst others.

EARTH HOUR

Nature has become an escape route for many during the pandemic. However, forests disappear, oceans dry and natural phenomena are a reality that increasingly affect and virulence, so it is necessary to raise awareness of the importance and impact of how our day to day directly influences climate change. Therefore, 200 countries around the world commemorate the time of the planet with a generalised blackout, in the largest global environmental awareness campaign. Changing our habits on time and making good use of energy can benefit us long term

EARTH DAY

It is his big day, but there is little to celebrate. Every year it loses approximately 10 million hectares of forest. Destruction of habitats, loss of biodiversity and endangered species. All symptoms of a sick planet that asks for help. The pandemic stopped the world in 2020 and the planet breathed for some months, a beautiful documentary recorded on the five continents shows how nature recovered the space that had been taken away. But the new normal has returned to worrying levels of pollution. 'The year that changed the world' is a song of love for the planet that reminds us that its health depends on everyone.

WORLD ENVIRONMENT DAY

It is a day to raise awareness of the importance of appropriately treating waste to protect the environment; to promote consumer and producer responsibility by emphasising the rule of the three 'erres': reducing, reusing and recycling.

WORLD OCEANS DAY

Biologists warn of the effects of increasing marine temperature. This, together with pollution, is behind the worrying situation in the Mediterranean, which is 20% higher than in the world's seas.

CLIMATE CHANGE

- The firefighters distributed food to the animals of more than a hundred livestock farmers from the air, who also suffered damage to their infrastructures due to the blurred Filos.
- Madrid, zero zone of the agrarian disaster caused by Filos. More than EUR 400.000 in losses in the horticultural sector harvest in Madrid due to the temporary Filos. Images of olive trees covered by snow come from Castilla-La Mancha, where low temperatures have been able to frost them and this would mean very significant losses.
- El Gordo is one of those villages in Extremadura chosen by the storks to establish their nests and see their young grow. It was always said that San Blas the storks you will see, but climate change is changing to the freeway and more and more stork families lengthen their stay, and they even stay forever in Spain.
- The inhabitants of the Salla, in Lapland, the coldest village in the proposal, have recorded a video where they say ironically, to be ready to host the 2032 Summer Olympics, because at this rate, their ice will become an Olympic swimming pool or beach volley track. They called for global warming to be curbed.
- Not to snow outside and in some houses it starts to rain inside, because the ice has damaged the pipes. Without light, without water and without heating, they must be managed to survive under zero temperatures. Food is also scarce and endless queues are produced to access supermarkets, with increasingly empty shelves.

- China, like other countries, has been experiencing artificial climate change for some time. He has already done so in the Olympics and has announced that he has a programme for 2025 capable of controlling the climate in 60 percent of his territory: the use of chemicals such as silver iodide, to avoid hail that destroys crops, causes rain, or dissolves clouds. Neighbourhood countries, such as India, indicate that the Chinese project could affect their climate: causing rain in an area could prevent rain in neighbouring countries.
- Ten years after the first cracks appeared, the inevitable in an area of Antarctica has been confirmed: the kilometre cracking has formed an iceberg, with such large dimensions that it does not make it possible to see it in full. Global warming has led in recent years to a gradual melting of Antarctica, with the resulting rise in the level of oceans.
- The Al Gore foundation, against climate change, appointed ambassadors to Telecinco informational presenter Isabel Jiménez and the Film Academy for their commitment to the environment.
- A young woman on Mauritius Island drew attention to the risk of seabed vegetation, reminding us that thousands of species depend on those algae that also absorb CO₂ and may disappear.
- The worst flooding in Australia has taken place over the last 50 years
- The world is estimated to lose approximately 10 million hectares of forests each year, and they are irreplaceable in our ecosystem.
- There is a bleak journey over time to see the Brazilian jungle, 36 years in which the world's lung has been sick. Logging in the Amazonia is devastating the Grosso Data; forests disappear at a scared pace. Deforestation is changing the climate and our lives. A devastating journey to recapace, act and not continue to destroy the sick planet.



- In the twenty-first century, seriously damaging nature is not punished, because destroying ecosystems (the Ecocide) is not considered a crime. Nature is warning us. Up to 24 million people had to travel due to climate disasters in 2019 and 60 million children live in severe drought areas. Several European countries, such as France, have undertaken to modify the Treaty of Rome, but Spain is not yet amongst them.
- The first law establishing targets to combat climate change was born: 2040 prohibits the sale of polluting cars and their circulation in 2050; in 2030, 74% of the electricity system must be of renewable origin; obligation to install charging points for electric veins in gas stations; end of extraction of hydrocarbons and coal and prohibition of 'fracking' are some of the measures established.
- The bears lose their fear and are increasingly approaching urban cores, so close to neighbours who even snoop in their homes for food by attacking animals and even people and only fleeing when surprised. They have been seen in Asturias, where the bear population grows an average of 10% each year and there are 300 accounted for in the last census.
- Remove three tonnes of waste from the Jarama River, the longest in the Madrid community; polluted river, contaminated soil. The solution would be to build tanks that control discharges, improve debugging, open reservoirs and take down disused dams.
- Remove from the first solar honey harvest in Huelva, produced by more than 8 million bees in 165 hives installed in the Ánvalo Photovoltaic Plant. He highlighted on World Bee Day an action that contributes to protecting the species responsible for most of the pollination of the planet's plants.

- Arctic ice is shrinking more and more quickly; is the result of the greater study carried out to date on the impact of climate change in that part of the world. The conclusion reached is that the expansion of the Arctic during cold months is half as large as a few decades ago and the thickness, half as a century ago. They are reaching a point of no return.
- In Canada, the devastating heat wave has led to the death of millions of marine animals. On the western beaches of the country, mussels, clams or starfish have appeared open and rotting in their shells. Experts stated that marine ecosystems are not adapted to extreme temperatures and that these animals cannot survive more than 38 degrees.
- The ivory woodpecker, together with 22 other species of birds, fish and wild animals, will be removed from the list of endangered species to be declared officially extinct. Man's action and climate change are responsible for the disappearance of these species.
- The extreme weather already affects different points on the planet where heavy flooding has taken place in southern Belgium, the UK, Germany, Australia, China or more extreme in India. At the same time, large forest fires have destroyed areas in Catalonia, Albacete, Andalusia, Greece, Sardinia, the United States, Canada and Siberia, amongst others, showing the two sides of the climate crisis.
- The last consumer campaign recommended that Spanish people reduce excessive consumption of meat due to its adverse effects on health and the environment. The focus is on intensive farms and processing processes due to their polluting effect, where waste management, for example, in slurry management is highly polluting and costly.

- CUMBRE DEL CLIMA COP 26, in Glasgow: Chairman Pedro Sánchez has announced that Spain will increase financing against climate change. From 2025 onwards it will allocate EUR 1350 million per year for the energy transition of the poorest countries.

The president of the European Commission held the Washington return to Paris resolutions and recalled 'the fight against climate change will be the engine of global recovery.' A goal on the table: to halve emissions by 2030.

Prince Carlos' nipple, before the inauguration, looks like a metaphor for this exhilarating summit. The commitment is reached by more than 100 countries, including Brazil and Russia, to curb and reverse deforestation by 2030, with the aim of protecting 85% of the land's forest mass, including the Brazilian Amazonia or Siberian taiga. Same date to reduce overall emissions by 45% and in full by 2050. A covenant that India will turn 20 years later. The United States agrees to reduce methane gas emissions, causing 25 percent of global warming, caused by the digestion of ruminant animals in livestock. One of the solutions studied is to add a red algae to the fodder that would prevent the appearance of this gas. The reduction agreement is ambitious, but it has no legal validity and China, the largest issuer, has not joined and has wanted to sign the reforestation agreement.

On the other hand, thousands of people took the streets of the main cities around the world and, in particular, in Glasgow, COP26 headquarters, against which they consider a passive attitude of governments against climate change, considering the agreed measures: few, insufficient, ineffective.

The aim is to limit the temperature rise in this century to a degree and a half. To do so, we want to accelerate the elimination of coal and end fossil fuel subsidies. The rich countries will help the poor economically in the green transition. Agreements on methane, coal, deforestation and green financing and the unprecedented union of China and the United States to reduce greenhouse gas emissions, however, leaders leave Glasgow without a definitive roadmap to limit global warming.



POLLUTION

- In Rio de Janeiro, in Brazil, a massive wave of rubbish destroys the San Conrado beach, which is heavily frequented by surfers.
- Madrid activates the high-pollution protocol that limits speed on M-30 to 70 kilometres per hour, where the famous beret is divided from several points in the city. The use of public transport is recommended and municipal buses are free for a few days.
- That oceans are drowned in plastic, is an increasingly clear reality. A whale shark approaches a group of divers in the waters of the Maldives islands looking for help: the animal was entangled in a construction sack that prevents it from moving its pectoral fins. The quick intervention saved his life and the animal seems to thank him, keeping him close so that the group can swim next to him.
- We discover a new life for the tyres: moved to the transformation plants, the three components are crushed and separated; one of them, rubber, has a gap in fashion. Technology and crafts are merged into unrepeatable creations.
- Since the pandemic began, fifty million masks have been used daily in Spain and this entails a serious environmental problem as many end up at sea or in landfills where it takes hundreds of years to disappear. To partially resolve the problem of these waste, scientists are working to recycle its use and that are more sustainable, such as converting them into asphalt or fuel.
- The town hall of Herrera and an environmental NGO have placed red containers distributed by the municipality to combat pollution with responsibility.
- An enormous mole of aseo wipes mixed with algae covers the beaches of the Nature Park of Cádiz Bay. Environmental associations ask for help to be able to remove all waste that is damaging the environment, reminding that they are not biodegradable.
- Again, a tide of wipes covers a natural environment such as this Jávea cove, in Alicante. Environmental groups report the situation in which many of Jávea's coves are located.
- A lute turtle appears dead on the shore of the beach of Nine, in Almería, and the surprising thing is what environmentalists find in their stomach: pieces of plastic, including whole bags that the animal has been ingesting during its journey. Another unfortunate example of the pollution of our seas and oceans.
- Mediaset España joins the large rubbish collection in nature - a problem called landfill. Because the damage is irreparable and the environment needs a respite, we end the trash in nature. You are also part of the solution, choose your square metre, the environment needs a respite, the health of our mountains, rivers and beaches needs daily care.
- For months environmental groups have reported the situation of the Regional Park of the Guadarrama River, a protected space a few kilometres from Madrid, with all types of waste invading the margins of the river, where more than a natural space seemed an authentic landfill in which all types of debris accumulated. Environmental pressure on the responsible administrations has caused this landscape to change radically.
- Use of the bicycle as a cleaner means of transport, in which to take children; it is also used by the distribution companies, increasing demand for commercial load bicycles.
- Welcome to some of the largest woods in Europe, but many of the visitors do not behave as they should, one of the 144 protected natural spaces in which the Libera project is present, present in the natural spaces of ten autonomous communities with the aim of sensitising visitors to these natural spaces on the problem of abandoning rubbish in nature and preventing it.
- Some rose diving glasses and a yellow neoprene complete the superhero suit that Nina Gomes saw to fulfil her mission: cleaning the plastic and waste ocean. With only 4 years, Nina, always accompanied by her father, walks on foot and swimming the beaches of Rio de Janeiro in search of waste to properly recycle them.
- Tonnes of highly polluting chemicals float in the waters off the coast of Sri Lanka, a sign of the environmental crisis in the country.
- Pollution and destruction of the marine prairies are ending with sea knights.
- The Minor Sea agonises, five years later the discharges have not stopped. The critical state of its ecosystem threatens the area's tourism sector. Neighbors and associations have gone to the streets so that, once and for all, real and urgent measures are taken and that indifference is not their death sentence.
- To prevent oceans from becoming authentic landfills, a Dutch NGO has set out to clean them with an effective network system with which they manage to catch mountains of waste.
- The size of a suitcase and capable of reaching the most difficult corners of our sea is the Medusabot, which cleans the waters of all contaminating plastics. Light, adaptable and can be controlled as if it were a remotely driven car. This small machine already heals 15 ports in France and its design has also been exported to countries such as Singapore, Japan and Norway.
- The EU Directive on banning the sale of single use plastic dishes, cutlery, glasses or containers is going forward, with the aim of encouraging consumption of other biodegradable alternatives and will come into force in 2023. A small change, which represents a breakthrough. Because more than 80% of marine litter is plastic, a constant threat to life and biodiversity.



The **digital platforms** of the Mediaset Group have also served as a medium for the dissemination of social and environmental issues.

THE ENVIRONMENT/CLIMATE CHANGE

• WORLD ENVIRONMENT DAY

Reimaging, recreating and restoring to conserve the planet:
https://www.telecinco.es/informativos/:/dia-medio-ambiente-reimaga-recrea-restaura_18_3149745107.html

• WORLD ENVIRONMENT DAY

How you should use the different recycling containers

[WORLD ENVIRONMENT DAY How are recycling containers used? \(telety.es\)](#)

• World Desertification Day

These are Spain's areas in danger of desertification

[World Day against Desertification: Which areas of Spain are in danger - Informational Telecinco](#)

• Earth Day

World Earth Day: the symptoms of a sick planet due to man's action

[World Earth Day: What are the symptoms of a sick planet - Tel](#)

• WORLD ENVIRONMENT DAY

World Water Day, what is its origin?

https://www.telecinco.es/informativos/sociedad/dia-mundial-agua-origen_18_3110370121.html

Total Mediaset España

https://www.mediaset.es/comunicacion/corporativo/segunda-edicion-futuro-agua-valor-mediaset-finish_18_3110370189.html

• EARTH HOUR

EARTH HOUR World blackout arrives to remember that nature is life

[EARTH HOUR World blackout arrives to remember that nature is life - Tel](#)

- Stop Ecocidio, the campaign that pursues irreversible and deliberate environmental damage

[Ecocide pursues irreversible environmental damage \(remotely:](#)

- The ILP Mar Menor platform exceeds 500.000 signatures to give rights to the albufera

[The ILP Mar Menor platform reaches half a million signatures \(remotely:](#)

- Meat and environment: What impact does your consumption have?

[What impact does meat consumption have on the environment? - Telecinco informative](#)

- Fire risk: areas in Spain in extreme danger

[Fire risk: areas in Spain in extreme danger - Telecinco informative](#)

- Environmental experts make it clear: 'The Earth is moving towards a terrible future'

['The Earth is moving towards a gruesome future,' according to experts - Tel](#)

- Camila Jaber Mexican diver wins #CreateCOP26 award with 'I am a cenote'

[Camila Jaber won the CreateCOP26 award for her video 'I am a cenote' \(telecinco.es\)](#)

- A Mexican grandmother fights climate change by planting more than one million trees in a decade

[Angélica Torres' ecological commitment by planting one million trees \(remotely:](#)

- How could clouds amplify global warming?

[How will global warming amplify clouds? - Telecinco informative](#)

- The Earth is obscure due to climate change

[The Earth is obscured by climate change \(remotely:](#)

- A NASA video shows how the Arctic ice has been reduced in the summer of 2021

[This has reduced the arctic ice in the summer \(remotely:](#)

- The population in flood-prone areas has grown by 24%, a study reveals

[The flood-exposed population grows 24 percent \(remotely:](#)

- 25 percent more people exposed to cyclones in 2040 with 1 to 2 degrees heating

[25% more cyclone-exposed population in 2040 \(remotely\)](#)

- Global warming multiplies Europe's flood probabilities by nine

[Global warming multiplies flooding in Europe - Informational Telecinco](#)

- The 'mountain' of electronic waste will weigh 57.4 million tonnes in 2021, more than the China Wall

[Electronic waste will weigh more than the China Wall in 2021 \(remotely:](#)

- Mediaset España joined the LIBERA project campaign to fight landfill

[Mediaset España joins the fight against rubbish. https://www.mediaset.es/12meses/campanas/stop-basuraleza/](#)

- The wipes are mixed with the plastics and choke our seas

[Toallitas, another major problem of pollution at sea \(remotely:](#)



GENDER EQUALITY

- Chrome spaces: comedy revolution is feminist, surviving it
[Spanish cash against macho spaces - Yasss](#)
- Irene Nonay left the pharmacy to be agriculture: 'My grandmother taught me not to feel less for being a woman in the field'

[Irene Nonay, 26 years old left the pharmacy to be a farmer - Yasss](#)

- Rosa Márquez: 'If this year the 8M cannot be held the next one, but the battle must be fought every day'

[Rosa Márquez interview for 'Did you close your legs? Against rape culture' - Yasss](#)

- Amarna Miller: 'We have been taught that fear forms part of female identity'

[Amarna Miller presented images, wives, lovers and whores - Yasss](#)

- From Jane Austen to 'The Bridgerton': everything that the gender of tacits and hats has taught us about feminism

[From Los Bridgerton to Jane Austen: what has taught the 'tacit gender' about feminism - Yasss](#)

- 12 months women making history, essential women's biographies

<https://www.mediaset.es/12meses/campanas/mujereshacien-dohistoria/>

- 12 Meses "Si hace daño no es amor" (If it hurts it's not love) Prevention of gender violence thru social media

<https://www.mediaset.es/12meses/campanas/si-hace-dano-no-es-amor/>

MENTAL HEALTH

- Estela Grande took a look at the crisis she suffered and told her experience in the psychologist: 'He took sleeping pills'

[Estela Grande: 'Took sleeping pills' - mtmad](#)

- Lucia Bellido was sincere about her mental health and the crisis she is experiencing: 'I started with anxiety, depression and insomnia'

[Lucia Bellido was sincere about the crisis: 'I started with depression' - mtmad](#)

- Jorge Cyrus looked for the first time at his fight against depression and his anxiety problems: 'I was left without breathing'

[Jorge Cyrus looked for the first time on his fight against depression and anxiety - mtmad](#)

COVID-19

The covid topics published in these four headwaters can be seen here:

<https://www.telecinco.es/tags/coronavirus/>

<https://www.cuatro.com/tags/coronavirus/>

<https://www.uppers.es/tags/coronavirus/>

<https://www.niusdiario.es/tags/coronavirus-espana/>

DIVERSITY

- Steisy parades without complexes with his favourite lingerie and launches a strong message to those who criticise his body

[Steisy \(Survivors\) launches a strong message to those who criticised his body - mtmad](#)

- Mara Jiménez (@croquetamente_) spoke without tapujos about gordophobia in relationships: 'Fat people are often fetich'

[Mara Jiménez \(@croquetamente_\) on gordophobia in relationships: 'Fat people are often fetich' \(mtmad.es\)](#)

- Marina Riverss took a sincere look at her bisexuality and alluded to Rurru with the most murky storeys of her followers: 'Too bad with the head'

[Marina Riverss looked sincere about her bisexuality and alluded to her followers' most turbid storeys - mtmad](#)

- This is really what drag is in Spain: Pakita, Ferrxn, Nagore Gore and Sharonne tell us their storey

[The reality of being drag queen in Spain: the history of Pakita, Ferrxn, Nagore Gore and Sharonne - Yasss](#)

- Exit the cabinet safely at the institute, university or work: this guide can help you

[How to safely leave the cabinet? - Yasss](#)

- Víctor Palmera: 'It saddens me that Johnny Chico Me is so current in a world in which we are going backwards instead'

[Interview with Víctor Palmera on 'Johnny Chico,' at the Lara Theater until January-Yasss](#)

- Víctor Palmera and his pleadings in favour of emotional education: 'We live surrounded by networks where we smile, dance and we have a fuck day'

[Víctor Palmera argued in favour of emotional education - mtmad](#)

- Rubén gave birth to her hint Luar and starred in the documentary 'Manager Dad': 'We must teach the world that there is another type of paternity'

[Rubén Castro gave birth to her son Luar and starred in the documentary 'Manager Dad' - Yasss](#)

- Aaron Lee, from 'I am the one I am': theatre, violin and memories to fight homophobia

[Interview with Aaron Lee, from 'I am the one I am' - Yasss](#)

- Félix, Adri G's grandfather, trusted how it was to be bisexual in franquism

[Félix, Adri G's grandfather, confesses how it was to be bisexual in franquism \(mtmad.es\)](#)

- Nagore Robles thrilled by counting his exit from the cabinet: 'Kiko Hernández took it out at Sálvame S'

[Nagore Robles, thrilled when she left the cabinet: 'Kiko Hernández took it out in Sálvame S' - mtmad](#)

- Malbert was sincere and told if he had suffered homophobic aggression: 'We have been the oppressed people'

[Malbert was sincere and told if he had suffered homophobic aggression: 'We have been the oppressed people' \(mtmad.es\)](#)

- *Trans Visibility Day*

- Alreadyss and Instagram Spain joined for the first time to create the Trans Visibility Guidelines

[Yasss and Instagram collaborate in the creation of the Trans - Yasss Visibility Guidelines](#)

- Visibility to achieve equality: the storeys of Daniela and Zack, two young trans visible

[Trans Visibility: the storeys of Daniela Requena and Zack Gómez - Yasss](#)

ACCESSIBILITY OF THE CONTENTS

Mediaset España's aim of bringing citizens together thru entertainment leads to a commitment to making its programming accessible to people with visual or auditory disabilities, as an instrument for social and cultural integration of these groups.

HOURS OF SUBTITLED CONTENT IN 2021

44,892

5 6,594

F. 6,140

 5,819

Boing 6,714

d. 5,910

E. 6,826

BE MAD 6,889

HOURS OF SIGN LANGUAGE CONTENT

1,201

5 114

 110

349

Boing 133

d. 141

E. 178

BE MAD 176

HOURS OF ACCESSIBLE CONTENT
BROADCAST IN 2021

2,345

5 114

 1,254

349

 133

d. 141

E. 178

BE MAD 176

LIVE PROGRAMMES 2021

SUBTITLED

6,197 H

19% INFORMATIVE
76% ENTERTAINMENT,
MAGAZINES AND CURRENT

HOURS OF ACCESSIBLE CONTENT BROADCAST IN 2021

[illegible]

ASSIGNMENT OF ADVERTISING SPACE

In 2021 Mediaset Spain has maintained its commitment to the dissemination of values associated with certain non-profit projects or institutions, not only through the programming it issues but also through the free assignment of advertising space.

ADVERTISING SPACE ASSIGNED IN 2021 (THOUSANDS OF EUROS)



€10,447

 €4,616

 €1,756

 €718

   
€3,357

CAMPAIGNS SUPPORTED IN 2021

SPANISH DATA PROTECTION AGENCY (AEPD)	162
CEREBRAL PARALYSES ASSOCIATION (ASPACE)	90
SELF-CHECKS	1,400
FUNDACIÓN AYUDA CONTRA LA DROGADICCIÓN	960
SPANISH FEDERATION OF FOOD BANKS (FESBAL)	160
FUNDACIÓN REINA SOFIA	589
FRIENDS OF THE MAJORS FOUNDATION	102
INTEGRA FOUNDATION	229
FUNDACIÓN LUZON	118
FUNDACION QUERER	155
JUEGOTHERAPY	116
NEW FUTURE ASSOCIATION	967
ASOCIACIÓN SINDROME DE DOWN	163
FOUNDATION FOR LIFE	107
PLATAFORMA ONG DE ACCIÓN SOCIAL	293
12 MONTHS CHILDREN'S DAY	1,590
12 MONTHS "YOU ARE PERFECT FOR OTHER-MARROW DONATION"	164
12 MONTHS	652
12 MESES "COMPARTE Y RECICLA" ("SHARE AND RECYCLE")	334
SUMMER OPERATION	2,096

SOCIAL COMMUNICATION CAMPAIGNS

12 MONTHS MEDIASET SPAIN: ONE YEAR MORE COMMITTED TO OUR VIEWERS

12 Months, the Mediaset España social communication project promoted by the Communication Division has renewed its commitment to the audience for another year, once again becoming the benchmark social advertising action in the Spanish audiovisual market. In 2021, 12 Months' efforts focussed mainly on protecting vulnerable sections of the population such as children, defending real equality in all social areas and environmental protection. The 12meses.es website and the social networks of the project disseminated ad hoc created materials for each of the campaigns to broaden the impact of their message and served as a communication platform to disseminate social campaigns of other organisations with the aim of claiming inherent human rights such as equality, health and education, amongst others.

Within 12 Months, collaborative actions were carried out with NGOs such as sponsorship of the Stop SanFilippo Foundation's charitable career 'one kilometre plus one less obstacle' aimed at raising funds to promote research into the rare disease Sanfilippo. Collaboration agreements were also made for the support and free broadcasting of social cut campaigns of NGOs such as Fundación Ayde contra la Drogadicción, Platform of Social Action NGOs, Fundación Integra, acuerdos ASPACE Confederation, Fundación Reina Sofía, Fundación Amigos de los Mayores, Federation of Spanish Food Banks and Fundación Luzón.

Prior to issuing all campaigns, all collaborating organisations were requested to provide the documentation reflected in Mediaset España's Grant and Management Protocol for Mediaset España aimed at preventing and avoiding any act that entails committing a possible criminal offence. All the certificates were sent to the Company's Compliance Unit to process express collaboration authorisation in an exercise of transparency and responsibility.

12 MONTHS-WOMEN TO POWER: WOMEN MAKING HISTORY

On the eve of the celebration of 8 March, International Women's Day, 12 Months Mediaset España launched the 'Women for Power' equality campaign starring journalist Carme Chaparro, a distinguished professional for her work on women's rights with the Observatory against Domestic and Gender Violence award, amongst other awards. The institutional spot called for preserving the authenticity of all people and encouraged the female population to pursue their vital and professional dreams. As part of this campaign, a new edition of 'Women making history' was developed for websites and social media. The objective, as in previous years, was to highlight the work carried out by different women thru their profession in different historical times. Inspirational biographies of women who, with their work in artistic, scientific and social spheres, took another step towards a more just, equitable and equal society and deserve recognition. Some of these women were the writer Gloria Fuertes, the oceanographer Josefina Castellví, the architect Matilde Ucelay, the doctor Ana Zapatero, the journalist Mayka Navarro, the African American activist Rosa Parks, the photographer Lee Miller, the astronaut Valentina Tereshkova or the Baroque painter Artemisa Gentileschi.

12 MONTHS - CHILDREN'S DAY: A CAMPAIGN FOR AND FOR THE SMALL

Within the framework of the commitment of 12 Months to promote and defend the universal rights of children, 12 Months Mediaset España joined the manifesto promoted by the Growing Juando Foundation to request that 26 April be recognised as Children's Day. On that date, the anniversary of the first day on which children were able to return to the streets in our country after 42 days of confinement due to the pandemic caused by COVID-19 was celebrated. The campaign was broadcast on all Mediaset España channels in April, with special emphasis, once again, on the importance of gambling as a means of learning, socialising and channelling emotions since the first years of life. Informative Telecinco, Sálvame, Ya es noon, Viva la Vida and Ana Rosa's Programme issued reports to raise awareness of the importance of celebrating Children's Day.

The campaign has been publicly recognised for commitment to children within the framework of the El Chupete Advertising Festival where she was awarded the Chupete Award in the Cinema and Television category.





12 MONTHS-AGAINST LANDFILL: AN APPEAL FOR ACTION TO PARTICIPATE IN '1M2 AGAINST LANDFILL'

12 Months launched a new edition of the Stop Basurde campaign in May in collaboration with the FREE Seo Birdlife and Ecoembes Project. If in 2020 the 12 Months action focussed on raising awareness amongst viewers about the importance of not throwing and disposing waste in their corresponding containers, the active participation of viewers was sought on this occasion with an appeal to register with the large collection of waste '1m2 against landfill,' a day held throughout Spain on 12 June.

To make this appeal, two spots and three cortinillas were produced and issued, as in the previous edition, by Santi Milán and Isabel Jimenez, two of the Mediaset España prescriptors most notable for their commitment to the environment. In addition, different current and informational programmes of Telecinco and Four issued 36 environmental awareness reports for a total duration of 41 minutes.

To further expand the social awareness message and show Mediaset España's real commitment to fight against 'landfill,' a waste collection was organised from 12 Months, with some of the most recognised faces such as Isabel Jiménez, Nuria Marín, Matías Prats, Alba Lago, Ricardo Reyes and Elia Gonzalo.

The '12 Months against landfill' campaign impacted 24 million people and was key to the success of the fifth edition of '1m2 against landfill' of the LIBERA Project with record data both in the share and in the volume of waste collected. Specifically, 114 tonnes of rubbish were removed at 1,100 natural points in the country thru the work of the more than 11.000 volunteers who pointed to the initiative.

12 MONTHS- SHARES AND RECYCLES: A JOINT AND SEVERAL CIRCULAR ECONOMY INITIATIVE

For the second consecutive year, 12 Months Mediaset España joined the 'Share and Receipt' initiative created in collaboration with the Ground Juando Foundation, Fundación Seur and Fundación Ecotic to give a second life to toys so that they can reach children in vulnerable situations. This is the largest collection of toys nationally and the only collection carried out in the summer months so that they may be in their new homes on Christmas dates.

Share and Recicla is an action based on three fundamental pillars: solidarity, sustainability and job integration. This is a joint and several action in which the institutional spot, which is broadcast on all Mediaset España channels, encourages children themselves to collect the toys that have become small. All toys in good condition are delivered to NGOs that distribute them so that other children can continue playing with them. In this way it becomes a circular economy initiative that contributes to environmental sustainability, ensuring the proper recycling of all toys that have no good status to be donated. Those of sufficient quality are processed in a special employment center where people with physical and intellectual disabilities work, thereby promoting their integration into the workplace.

In addition to the antenna and social media campaign, programmes such as Telecinco Informativos, Viva la Vida, Ya is noon, Sálvame and Ana Rosa's programme were echoed to ask viewers to donate toys.

The 2021 edition was a success since, thanks to the appeal promoted by 12 Months, more than 131 tonnes of toys were donated that were distributed amongst 149 entities. In addition, 27 tonnes of electronic toys were recycled (equivalent to 68 tonnes of CO₂). The truly important part of the initiative is that a total of 34.517 toys reached 27.334 children at risk of vulnerability. For Mediaset España playing is a very serious matter.

12 MONTHS-YOU ARE PERFECT FOR OTHERS: NO BORDERS FOR BONE DONATION

2012 marked the beginning of an active collaboration between Mediaset España and the National Transplant Organisation to promote organ donation thru the '12 Months Perfect for others' campaign. In September 2021, as a result of the celebration of World Day of the Oreal Mid Donor, the Mediaset España channels issued a spot, created in collaboration with the ONT and the Josep Carreras Foundation, in which the actors Santi Millán, Dafne Fernández and Begoña Maestre highlighted the idea of the universality of organ donation and invited the viewer to inform themselves. The informational work was complemented by reports on bone marrow donation in Telecinco Informativo and Liveway.

12 MONTHS-IF IT HURTS IT'S NOT LOVE

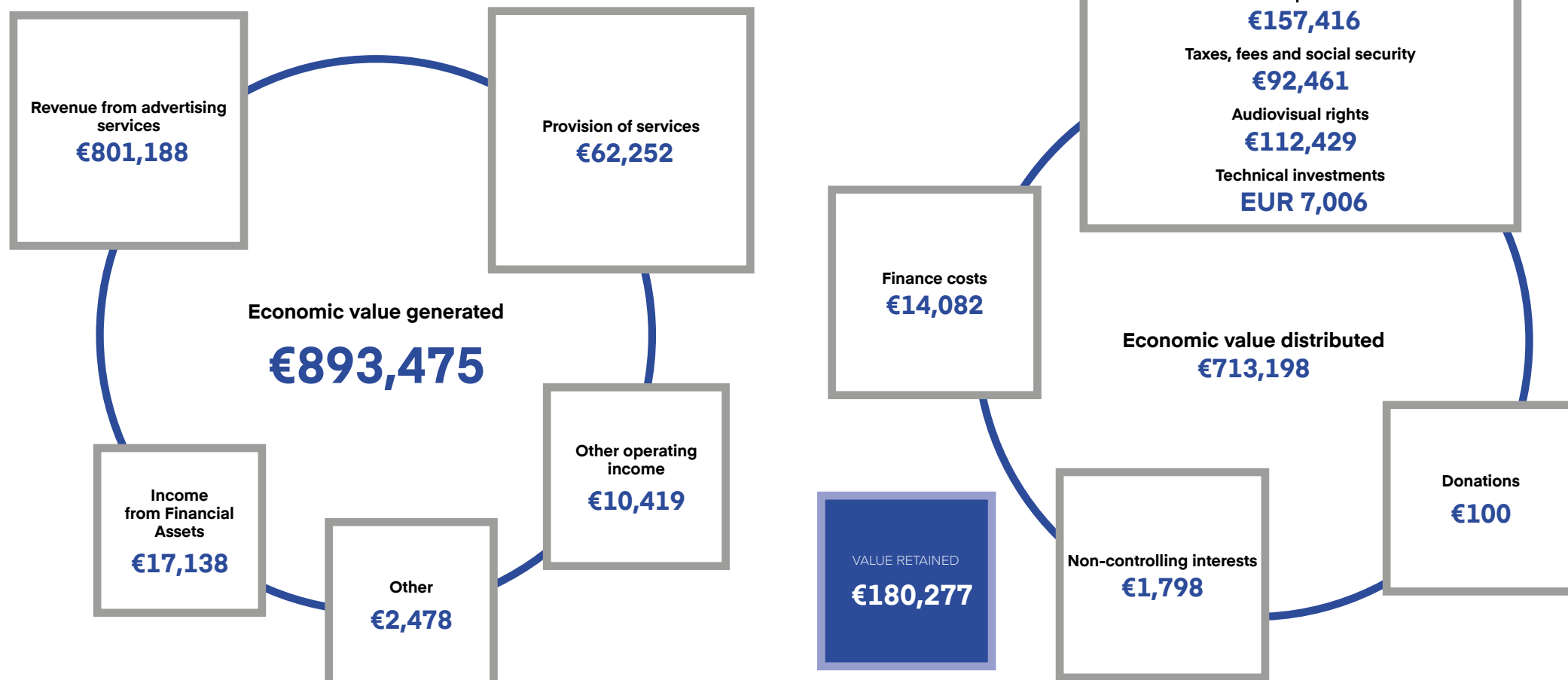
Coinciding with the celebration of the Day Against Gender Violence, 12 Meses Mediaset España launched the campaign "Si hace daño no es amor" developed for the web and social networks. The aim of the 4 spots that made up the initiative was to raise awareness regarding cyberbullying through social networks. Belittling, controlling or digital harassment are incipient forms of gender-based violence and it is very important that teenagers know how to identify these signs in order to be able to stop them.

The spots, which recreated conversations between teenage couples on social networks with a youthful aesthetic and language, helped to identify sexist attitudes in order to reject them before it is too late because, if it hurts you, it's not love.

To reach the target audience thru social media, the campaign was sent to the main presenters from 12 Months to be echoed thru their profiles and thus to maximise its dissemination.

SOCIAL VALUE GENERATED AND DISTRIBUTED

The Mediaset España Group aims to measure and report on the contribution of real value to the society in which it operates, through the cash flows generated and distributed by the Group.



DATA IN THOUSANDS OF €

Note: Value generated, distributed and retained obtained from the consolidated income statement for 2021. The Company's contribution through assigning advertising space free of charge — which in 2021 was valued at €40,355 thousand — was not taken into account.



ENTERPRIZE SUPPORT

Since 2014, Mediaset España has actively participated in the development of entrepreneurship in Spain thru Ad4Ventures.

Ad4Ventures invests in the shareholder of newly created digital companies that have strong growth and potential to target a large user base in exchange for advertizing campaigns in the various advertizing spaces of the Group. Ad4Ventures' business model contributes to the growth of highly potential companies that, due to capital limitations, could not have accessed large advertizing campaigns or else that prefer to take the leap into traditional advertizing media with the market leader. The investment criteria not only relate to the analysis and validation of start-up business theses, but also take into account the positive impact that start-up may have on society.

Since its inception, Ad4Ventures has invested in 14 start-ups, which act not only nationally, but also export validated business models to other European regions. The investment portfolio currently consists of seven start-ups, including:



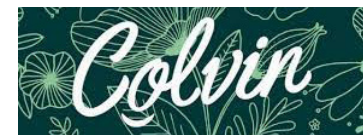
Project that facilitates access to geriatric homes for people with high dependency and limited resources



Connected sports accessories that motivate individuals to have a more active life



Focused on facilitating the digital transformation and omnicanality of small businesses, brands and shopping centres;



Online refrigeration that aims to reduce the environmental impact of the production and logistics chain of the flower market.

COMPLIANCE WITH THE GLOBAL COMPACT

**HUMAN RIGHTS**

PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Mediaset España Management:
The audiovisual business
Advertising business
Value of the human team
Supplier chain

PRINCIPLE 2: Businesses should make sure that they are not complicit in human rights abuses.

Mediaset España Management:
The audiovisual business
Advertising business
Value of the human team
Supplier chain

**LABOUR**

PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Mediaset España Management:
Value of the human team

PRINCIPLE 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Mediaset España Management:
Value of the human team
Supplier chain

PRINCIPLE 5: Businesses should uphold the effective abolition of child labour.

Mediaset España Management:
Value of the human team
Supplier chain

PRINCIPLE 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Mediaset España Management:
Value of the human team
Supplier chain

**ENVIRONMENT**

PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges.

Mediaset España Management:
Environmental footprint management

PRINCIPLE 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Mediaset España Management:
Environmental footprint management

PRINCIPLE 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Mediaset España Management:
Environmental footprint management

**ANTI-CORRUPTION**

PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Mediaset España Management:
Integrated Risk Management

COMMUNICATION ON
PROGRESS

This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The 2030 Agenda for Sustainable Development is the agenda that outlines the goals for the international community in the 2016-2030 period to eradicate poverty and promote sustainable and equitable development.

Companies are called upon to play a fundamental role in promoting the fulfilment of the goals and within this framework, Mediaset España is committed to promoting this agenda.

SUSTAINABLE DEVELOPMENT GOALS



MEDIASET ESPAÑA AND THE SDGS

The following SDGs are those where Mediaset España has the potential to generate the greatest positive impact.



— Direct contribution Indirect contribution 🎥 Main SDGs for Communication Sector 2030 2030 Agenda for Spain



3 GOOD HEALTH AND WELL-BEING



Campaigns to promote healthy lifestyles
Work-life balance measures and employee benefits
Occupational hazard prevention measures
Medical service
Healthy Companies Network
ISO 45001

Target 3.4 Promote employee mental health and well-being

2021 INITIATIVES	INDICATOR
On-site medical service, available to all workers	Access to the medical service (p. 65)
Contribute to the well-being of children by supporting the well-being of parents and caregivers	Flexible working hours (p. 61) Full-time / part-time contract (p. 57-58)
Contribution to mental health	Emotional and social care programme for employees and family members (page 66) Updated information on COVID-19 on the intranet. (page 66)

Target 3.8 Access to safe, effective, quality, and affordable essential medicines and vaccines

2021 INITIATIVES	INDICATOR
Provide accessible and affordable healthcare options to employees and their families; life insurance, short- and long-term disability coverage.	Workers (m/f) who have access to health services made available or paid for by the company due to work-related accidents or illnesses, % by gender (p. 65) Workers (m/f) who have access to health services made available or paid for by the company due to other personal health issues, % by gender (p. 65)



4 QUALITY EDUCATION



Master's Degree in Audiovisual Content Creation and Management
Collaboration Agreements with Universities and Business Schools
Staff training
Showrunner: Aula de ficción
Dual Training Escuela Superior de Imagen y Sonido CES
Mediaset-UEM Chair

Target 4.4 Increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship

2021 INITIATIVES	INDICATOR
Offer training programmes that are available and accessible to all groups	Master's Degree in Audiovisual Content Creation and Management (p. 64) Showrunner: Aula de ficción (p. 64) Dual Training Escuela Superior de Imagen y Sonido CES (p. 64) Hrs. of staff training, broken down by gender and professional category (p. 63) Mediaset-UEM Chair (p. 64)
Provide incentives for employees to develop additional skills or continue their education	Educational grants (p. 62-63) Training hours (page 63)
Internship programmes	Number of grant holders and trainees (p. 58)

Target 4.5 Eliminate gender disparities and ensure equal access to education and vocational training for the vulnerable

2021 INITIATIVES	INDICATOR
Support the equal rights of men and women to access education and vocational training	Average hours of employee training, broken down by job category and gender (p. 63) Equal opportunities in accessing to the Master's Degree programme (p. 64)
Provide non-discriminatory access to employee training, internship programmes and grants	Equal opportunities in internship and grant programmes (p. 60)
Ensure equitable access to all company-supported education and training programmes	Average hours of employee training, broken down by job category and gender (p. 63)

Target 4.7 Ensure all learners acquire knowledge and skills needed to promote sustainable development

2021 INITIATIVES	INDICATOR
Promote sustainable development through sustainability actions and communicate them to staff.	Sustainability actions communicated to staff (p. 119) Sustainability actions communicated to the audience (p. 78-101)



5 GENDER EQUALITY



Collective Agreements
Equality Plans
EMPLOYEE BENEFITS AND WORK-
LIFE BALANCE MEASURES

Target 5.1 End discrimination against women

Target 5.4 Recognise and value unpaid care and domestic work, through the promotion of shared responsibility within the household and the family

Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels

2021 INITIATIVES	INDICATOR
Integrate the principle of gender equality into policies and processes	Code of Ethics (p. 23) Equality Plans (p. 60)
Include non-discrimination clauses in the code of conduct	Code of Ethics (page 23-24)
Respect women's rights and support their empowerment in the workplace	Starting wage vs. minimum wage (p. 130) Training hours by gender (p. 63) Proportion of female Board members (p. 8) Proportion of female executives (p. 57) Workforce by job category, gender, age group, type of contract and workday (p.57-58; 127-129) Wage gap (p. 130) Number of reported cases of discrimination (p. 60)
Offer flexible work options, opportunities for leave and re-entry to positions of equal pay and status, to recognise the burden of unpaid work	Employee benefits and work-life balance measures (p. 61) Parental leave (p. 58)
Implement gender-sensitive talent recruitment and retention practices and ensure equal access to training programmes	Total number and rate of new hires by age group and gender (p. 128) Percentage of workers who have undergone a performance review by job category and gender (p. 64)
Empower women through targeted women's leadership programmes	Management development programme for women with potential (p. 60) Mediaset España committed to society (p. 78-104)
Regularly review respect for gender equality within the company	Annual Report on Equality in the Company (p. 60)
Establish a zero-tolerance policy towards all forms of violence in the workplace and prevent sexual harassment	Code of Ethics (p. 23) Procedure for the Management of Psychosocial Risk and Harassment in the Workplace (p. 60)
Establish support structures to report possible incidents of discrimination, violence or harassment	Confidential Reporting Channels (p. 60) Number of reported cases of sexual harassment (p. 60) Number of reported cases of discrimination (p. 60)



8 DECENT WORK AND ECONOMIC GROWTH



Collective Agreements
EMPLOYEE BENEFITS AND WORK-
LIFE BALANCE MEASURES
Diversity and equal opportunity
Training Plan
Occupational hazard prevention
measures
Social value generated and distributed
Efficiency in resource consumption

Target 8.4 Improve resource efficiency in consumption and endeavour to decouple economic growth from environmental degradation

2021 INITIATIVES	INDICATOR
Improve efficiency in the use of energy, water, raw materials and other resources	Consumption of fuels from renewable and non-renewable sources (p. 121) Energy consumption inside and outside the organisation (p. 121) Energy intensity (p. 120) Energy efficiency measures (p. 120) Water consumption (p. 121) Materials used (p. 121-123)
Assess and mitigate the environmental impacts of services	Waste generated (p. 122) Carbon footprint calculation (p. 120)
Responsibly influence consumption patterns and promote healthy and sustainable lifestyles	Mediaset España committed to society (p. 78-105)

Target 8.5 Contribute to achieving full employment and decent work for all women and men

2021 INITIATIVES	INDICATOR
Offer the best possible wages, benefits and working conditions	Starting wage vs. minimum wage (p. 130) Employee benefits and work-life balance measures (p. 61) Total number and rate of new hires (p. 128) Total number and staff turnover rate (p. 129) Senior executives from the local community (p. 131) Staff by contract type (p. 57) Benefits granted on a full-time vs. part-time basis (p. 61) Parental leave (p. 58)
Protect basic labour rights	Collective Agreements (p. 59) Equality plans (p. 60)
Contribution to job creation in the community	Conservation project investment del Rio (page 119) Value generated and distributed 106)



8 DECENT WORK AND ECONOMIC GROWTH



Collective Agreements
EMPLOYEE BENEFITS AND WORK-
LIFE BALANCE MEASURES
Diversity and equal opportunity
Training Plan
Occupational hazard prevention
measures
Social value generated and distributed
Efficiency in resource consumption

Target 8.6 Reduce the proportion of youth not in employment, education or training

2021 INITIATIVES

Implement job-oriented training programmes or collaborate with education experts to increase the relevance of education in today's education systems

INDICATOR

Number and rate of new hires (p. 128)
Generation of knowledge in the audiovisual sector and grant or internship programmes (p. 64)

Target 8.7 Eradicate forced labour, end modern slavery and eliminate child labour

2021 INITIATIVES

Implement compliance mechanisms to eliminate forced labour, modern slavery and child labour

Develop procedures to address incidents or suspicions of incidents throughout business activities

INDICATOR

Code of Ethics (p. 23)
Collective Agreements (p. 59)
Clauses in contracts with suppliers (p. 68)
Management of artists who are minors (p. 131)
Parental controls (p. 42)

Ethical mailbox (p. 24)

Target 8.8 Protect labour rights and promote a safe and secure working environments of all workers

2021 INITIATIVES

Implement the commitment to labour rights, without discrimination

Introduce operational health and safety management systems

INDICATOR

Collective Agreements (p. 59)
Equality plans (p. 60)
Percentage of workers covered by Collective Agreements (p. 59)
Minimum notice periods (p. 131)
Health and Safety Committee (p. 65;132)
ISO 45001 (p. 65)
Types and rates of work accidents and occupational diseases (p.67)



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Digital transformation in broadcasting and content distribution
Creation of own digital content spaces
Energy efficiency initiatives

13 CLIMATE ACTION



Responsible management of natural resources
Investment in energy efficiency
Campaigns and environmental information disseminated

Target 9.4 Upgrade infrastructure and retrofit industries to make them sustainable

2021 INITIATIVES

Modernise infrastructure through innovation and investment to make them efficient and sustainable

INDICATOR

Economic value generated and distributed (p. 106)
Technical investments (p. 109) and environmental investments (p. 118)
Renewable energies (p. 119)
Digital platforms for content dissemination (page 42-45)

Target 13.1 Strengthen resilience and adaptive capacity to climate related hazards

2021 INITIATIVES

Investing in energy efficiency in buildings

Reduce GHG emissions

Voluntary emission offsets

INDICATOR

Energy efficiency initiatives (p. 118)
Scope 1, 2 and 3 GHG emissions (p. 120)
Intensity of GHG emissions (p. 120)
Emission reduction initiatives (p. 119)
Energy consumption and sources (p. 119-121)
Energy intensity (p. 118)
Total fuel consumption (p. 121)
Investment in projects that enhance natural carbon sinks (p. 119)

Target 13.3 Improve education and awareness-raising on climate change mitigation

2021 INITIATIVES

Raising awareness and understanding of climate change among customers, employees, investors, etc.

Corporate adaptation strategies to climate risk

Collaboration with stakeholders to promote climate change knowledge networks

INDICATOR

Environmental campaigns and programmes (p.86-89; 97-100)
Energy efficiency (p. 118)
Resource consumption and waste management (p. 121-123)
Partnerships for Sustainability (p. 21)



Regulations of the Board of Directors
Corporate policies, regulations and
protocols code of ethics
Code of ethics online trust

Target 16.1 Significantly reduce all forms of violence

2021 INITIATIVES	INDICATOR
Access to content and vulnerable audience protection	Hours of accessible content (p. 102) Rating of content by age (p. 33) Browsing in a secure environment (p. 43)
Security	Human rights training (p. 130)
Workplace violence and harassment	Zero tolerance for workplace harassment (p. 60)

Target 16.3 Promote regulation and ensure equal access to justice

2021 INITIATIVES	INDICATOR
Promoting ethical and legal management	Ethical mailbox (p. 23) Corporate Policies https://www.mediasset.es/inversores/es/Políticas_Corporativas.html Ethical postbox to communicate any possible irregular practise (p. 24) Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices (p. 132) Legal actions related to corruption cases (p. 132) Incidents of non-compliance concerning product and service information and labelling (p. 133) Incidents of non-compliance concerning marketing communications 133) Breach cases related to the health and safety impacts of products and services (p. 134) Cases of breach of voluntary environmental, social or economic legislation or codes (p. 135)

Target 16.5 Contribute to substantially reducing corruption and bribery in all its forms

2021 INITIATIVES	INDICATOR
	Operations assessed for risks related to corruption (p. 132) Anti-corruption training (p. 25)



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Regulations of the Board of Directors
Corporate policies, regulations and protocols
code of ethics
Code of ethics
online trust

Target 16.6 Development of effective, responsible and transparent institutions

2021 INITIATIVES

Promoting ethical and legal management

INDICATOR

Composition of the highest governing body and its committees; their functioning and obligations (p. 6-8)

Selection and appointment process for directors (Board Regulation https://www.mediasset.es/inversores/es/Consejo_de_Administracion.html))

Conflict of interest management (page 24)

Target 16.10 Ensuring public access to information and protecting fundamental freedoms, in accordance with national law and international agreements

2021 INITIATIVES

Freedom of expression

Protection of privacy

INDICATOR

Interaction mechanisms with the audience (page 43)

grounded claims related to data protection safety gaps (page 52)

17 PARTNERSHIPS FOR THE GOALS



Global Compact
Climate Change Cluster
Transparency, good governance and integrity cluster
Responsible Media Forum
Socially Responsible Investment Lab

Target 17.17 Encourage and promote effective partnerships

2021 INITIATIVES

Transparent and accountable partnership with governments, civil society and other relevant sustainable development stakeholders

INDICATOR

Partnerships for Sustainability (p. 19)



ENVIRONMENTAL FOOTPRINT MANAGEMENT

Even though the audiovisual sector generates little direct environmental impact compared to other industries, Mediaset España is committed to managing its environmental footprint in a sustainable manner and implementing the necessary measures to reduce it.

The Board of Directors is responsible for assessing and approving the measures necessary for the appropriate management of impacts, including those related to climate change, while the Risk Committee is in charge of the executive function of risk management. The Integrated Risk Management System implemented in the Group since 2007 guarantees the identification, control and management of any risk, including environmental risks, that may affect the achievement of any of the strategic objectives established. The different areas responsible for environmental risk management have also been identified within the Group.

The risks and opportunities associated with the possible impacts of climate change exist and have been integrated into the Mediaset Group's Risk Management System, although, given the activity carried out and the management performed, it has managed to minimise the impact at a strategic, operational and financial level. For its part, the Group is fully focussed on maximising opportunities arising from optimisation in environmental management.

Conscious of the importance of climate action, in 2021 Mediaset España has been working on its climate strategy to establish a roadmap to allow the company a **transition plan towards Net Zero** by 2050. In this regard, the Group has defined medium- and long-term objectives that led Mediaset España towards climate neutrality, in line with the most recent climate science. These objectives are in the process of validation by Science Based Target Initiative (SBTi) at the close of this report.

Applying the environmental precaution principle included in the 1992 Rio de Janeiro Declaration of the 1992 United Nations Conference on Environment and Development, the Group focussed its attention on managing its direct environmental footprint with regard to energy, water, waste and travel, with the main objective of reducing the impact of its operations, where it has operational control. In turn, for some years now it has been taking measures to reduce the indirect impact caused by the business activity, such as staff travel and business trips. Added to this is the action plan derived from the new climate strategy, which will address, amongst others, actions to be carried out by the hand of its supply chain.

The company's main facilities, where 96% of the workforce is concentrated and where the most resource-intensive activities are carried out, are the offices and studios in Fuencarral and Villaviciosa, in Madrid.

ENVIRONMENTAL PRIORITIES

IMPROVE
ENERGY
EFFICIENCY

REDUCE
GREENHOUSE
GAS EMISSIONS

REDUCE
THE USE OF
NATURAL
RESOURCES
AND WASTE
GENERATION

For almost a decade now, Mediaset España has been improving energy efficiency in its facilities, reducing consumption of natural resources and waste generation, as well as promoting actions aimed at reducing direct greenhouse gas emissions

CDP SCORE REPORT CLIMATE CHANGE 2021

B

ENERGY EFFICIENCY

The main energy consumption comes from electricity consumption in the facilities and corresponds to the technical equipment in the studios, including recording, broadcasting and post-production equipment, as well as computer equipment and air conditioning in computer rooms. Mediaset España carries out continuous management actions to optimise energy use. Among others, it establishes measures for the balanced cooling of recording sets, limiting on/off times for air conditioning in studios, automated temperature control and lighting control during commercial breaks during live performances.

Another relevant aspect is lighting and, therefore, for more than one five years, the Group has a more efficient and energy-efficient lighting and climate control equipment replacement plan. In this regard, in 2021, 1,446 lights and lighting fixtures were replaced with more efficient and lower consumption appliances, both in decorates and in offices, and 3 climate switches were changed. Overall, the investments made in 2021 to improve the company's energy efficiency in terms of equipment and facilities, which were significantly lower than in previous years due to the reduced need to replace equipment, resulted in an estimated overall energy saving of 3,444 GJ and a cost of more than €470,000.

ENERGY INTENSITY

2.8

GJ/HR RECORDING

56,028 GJ (electricity consumption)
20,339 hr. studio recording

POLLUTING GAS EMISSIONS

Mediaset España measures and manages greenhouse gas emissions caused by the normal performance of its activity since 2009, with the aim of identifying the main sources that generate them and establishing an action plan to reduce them.

Among the actions promoted by the Group to reduce its environmental footprint is electricity procurement with Origin Guarantee, which ensures that all **electricity consumed** during the year on the facilities comes exclusively from **100% renewable sources**, that respect the environment and avoid CO₂ and other polluting gasses. meaning, since 2015, all electrical energy consumed in the Group's own facilities comes from renewable sources, facilities that are used for office activities and the development of audiovisual activity and whose consumption represents 87% of the total energy consumed by the Group. In this way, the Group contributes to the fight against greenhouse gases and other polluting emissions into the atmosphere, an objective achieved and sustained since 2016.

At the same time, the installation of solar panels at the facilities reinforces the commitment to clean energy. The Fuencarral headquarters has 48 solar panels installed, which produce an estimated 38.5 MWh of energy.

In addition, the Group promotes **sustainable mobility** among its employees, offering a bus service in Madrid that connects the company's facilities (Fuencarral and Villaviciosa) with train and metro stations, with a wide range of timetables, as a way of encouraging greater use of public transport and thus contributing to limiting polluting gas emissions from commuting. This service was maintained throughout the year, to assist employees who had to travel to the company's facilities during the pandemic.

Since 2019, Mediaset España has assumed the commitment **voluntarily offset their direct emissions** thru projects that contribute to generating positive impacts on the environment.

In this regard, in 2019 and 2020 the Group contributed a REDD + Forest conservation project, located in the southern part of the Kingdom of Cambodia, contributing to job creation in the community (SDG 8) and the fight against deforestation (SDG 15), with a valuable sump of over 3.5 million tonnes of CO₂ (SDG 13).

In 2021, Mediaset España has financed the reduction/sequestration of GHG emissions equivalent to its residual emissions of scope 1 and 2 by acquiring carbon credits corresponding to them in the River Conservation Project, located in the Peruvian Amazon basin.

TAPONES PARA UNA NUEVA VIDA®

In 2017 Mediaset España, in collaboration with the Fundación Seur, launched the solidarity initiative TAPONES PARA UNA NUEVA VIDA® (Caps For a New Life), which consists of collecting and delivering plastic caps to a recycling plant, to help children with serious health problems. This initiative aims, on the one hand, to collect and recycle plastic caps, thus preventing them from ending up in a tip, and on the other hand, to contribute to the medical treatment of children. Since its inception, the Group has recycled 795,535 plastic caps and avoided 2,388 kg of CO₂e.

CAPS
RECYCLED IN 2021

139,500

CO₂ AVOIDED IN 2021

419 KG.

This in no way replaces the Group's efforts to reduce these emissions each year.

VOLUNTARY EMISSION OFFSETS

Aware of the important role that carbon offsetting plays in efforts to address the climate emergency, through the financing of projects aimed at reducing GHG emissions and enhancing natural or technological carbon sinks, in 2021 Mediaset España once again purchased carbon credits to absorb 790 tonne of CO₂, more than all of its Scope 1 and 2 emissions, in the Southern Cardamom REDD+ Project, in the south-west of the Kingdom of Cambodia. This project has been created to protect and conserve Yacomama's swampy forest and its main impacts are:

- Avoid carbon emissions resulting from logging and protect biodiversity located in the woods, allowing the maintenance of a safe habitat for birds and other native species and protecting a large number of fruit trees in the area;
- Promoting economic activity amongst local people by developing more employment, by hiring more rangers and protecting current employment;
- Improving medical care for local communities, providing facilities and monetary support to the local clinic in Puerto Miguel.

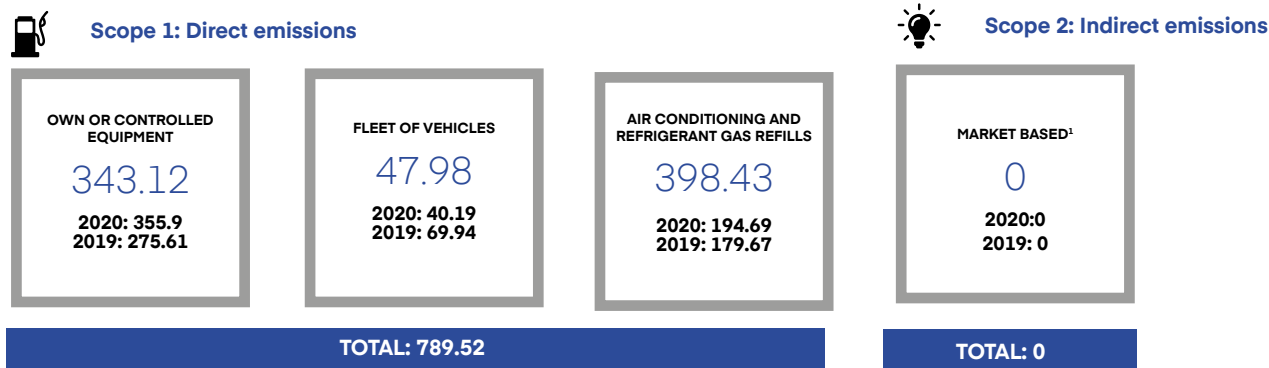
Alignment with the SDGs





Mediaset España reports its greenhouse gas emissions annually, responding since 2009 to the Carbon Disclosure Project's climate change questionnaire.

INVENTORY OF GHG EMISSIONS (IN TONNES OF CO2 EQUIVALENT)



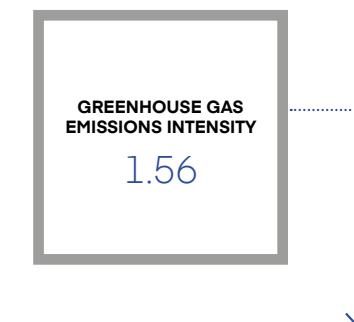
Notes

(1) Mediaset España has no Scope 2 emissions, as it purchases 100% of its electricity from certified renewable sources.

Other polluting emissions (t)

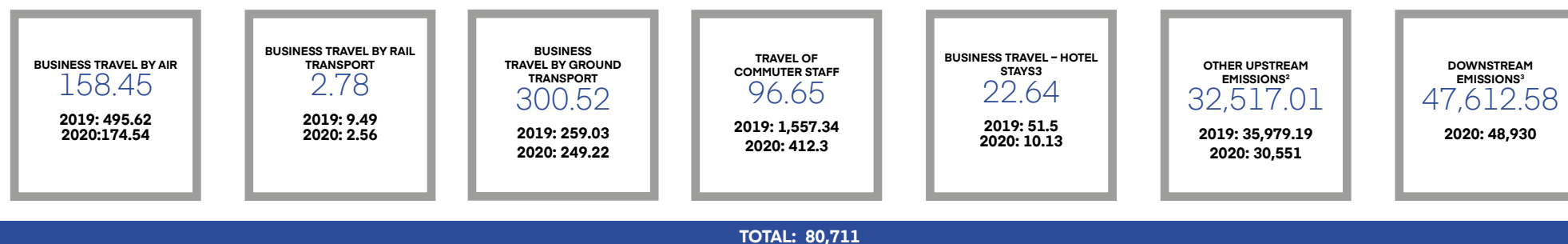
	2019	2020	2021
SOx	0.013	0.0135	0.279
NOx	0.769	0.8695	0.118
Particles	0.069	0.0675	0.027
CO	0.337	0.3694	0.033
NM VOC	0.050	0.0533	0.043

Note: the data on NOx, SOx and other significant emissions into the atmosphere are those corresponding to direct energy consumption (boilers), fuel used in vehicles from the fleet and electricity consumed.



81,501 tCO₂e emissions
52,333 HR programming in 2021

Scope 3: Other indirect emissions



(1) All categories considered relevant have been taken into account in calculating scope 3 emissions (1 to 8; 11; 15).

(2) Includes upstream emissions outside the organisation, calculated according to GHG Protocol Scope 3 categories. Includes emissions associated with suppliers, procurement of capital goods; energy emissions not included in the scope 1 and 2 footprint; transport services paid for by the company; waste from the organisation; and assets leased by Mediaset. The main emissions in 2021 corresponded to those associated with the purchase of goods and services.

(3) Includes downstream emissions outside the organisation, calculated according to GHG Protocol Scope 3 categories. This includes emissions associated with the use of products sold by Mediaset and the company's investments in audiovisual rights and cinema. Both categories account for approximately 59% of Scope 3 emissions in 2021.

RESOURCE CONSUMPTION AND WASTE GENERATION

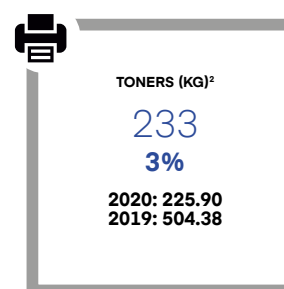
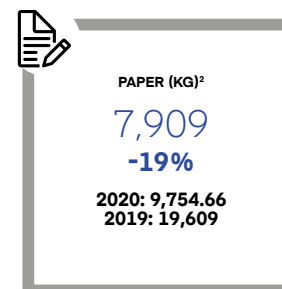
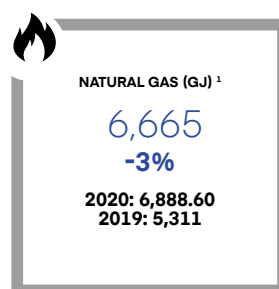
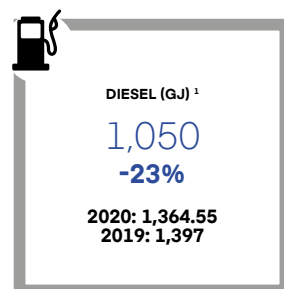
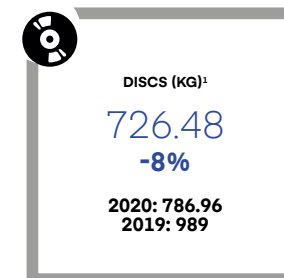
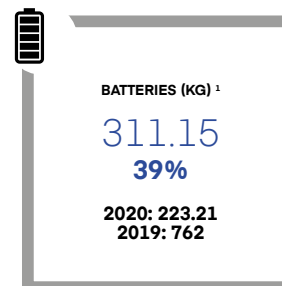
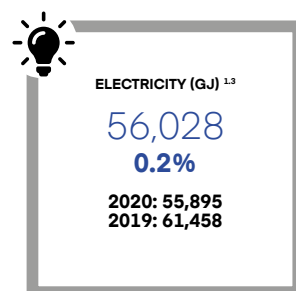
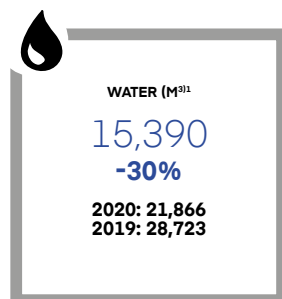
Resource consumption in 2021 decreased by the vast majority compared to the previous year, in a year where, at least until September, previous year's telecommuting was generally maintained.

In 2021 recording hours in studies increased by 19% and, therefore, there was a mismatch between the increase in the main business activity and the use of resources, demonstrating that the action line established by the Group has been effective.

Water fountains were installed in the dining hall at the end of 2019, with the aim of encouraging less consumption of bottled drinks and their subsequent waste. In 2021 their consumption was significantly reduced: 75% less beverages in cans, 66% less plastic bottles and 58% less beverages in glass containers. This resulted in a total reduction in bottled beverage consumption of 147,172 units.

Although it is true that 59.2% of the workforce has been maintained in telecommuting mode, and therefore the presence of the entire workforce in instalments has not been standardised, a fact that makes it difficult to assess the impact of the measure with regard to a period prior to the pandemic.

RESOURCES



m³=cubic metres; GJ=Gigajoules; kg=kilograms

(1) Corresponds to the Fuencarral and Villaviciosa headquarters in Madrid, where 96% of the workforce is concentrated and where all activities related to audiovisual production are carried out.

(2) Corresponds to all work centres in Spain, as the purchase is made centrally.

(3) Includes the estimated electricity generated by the installed solar panels.

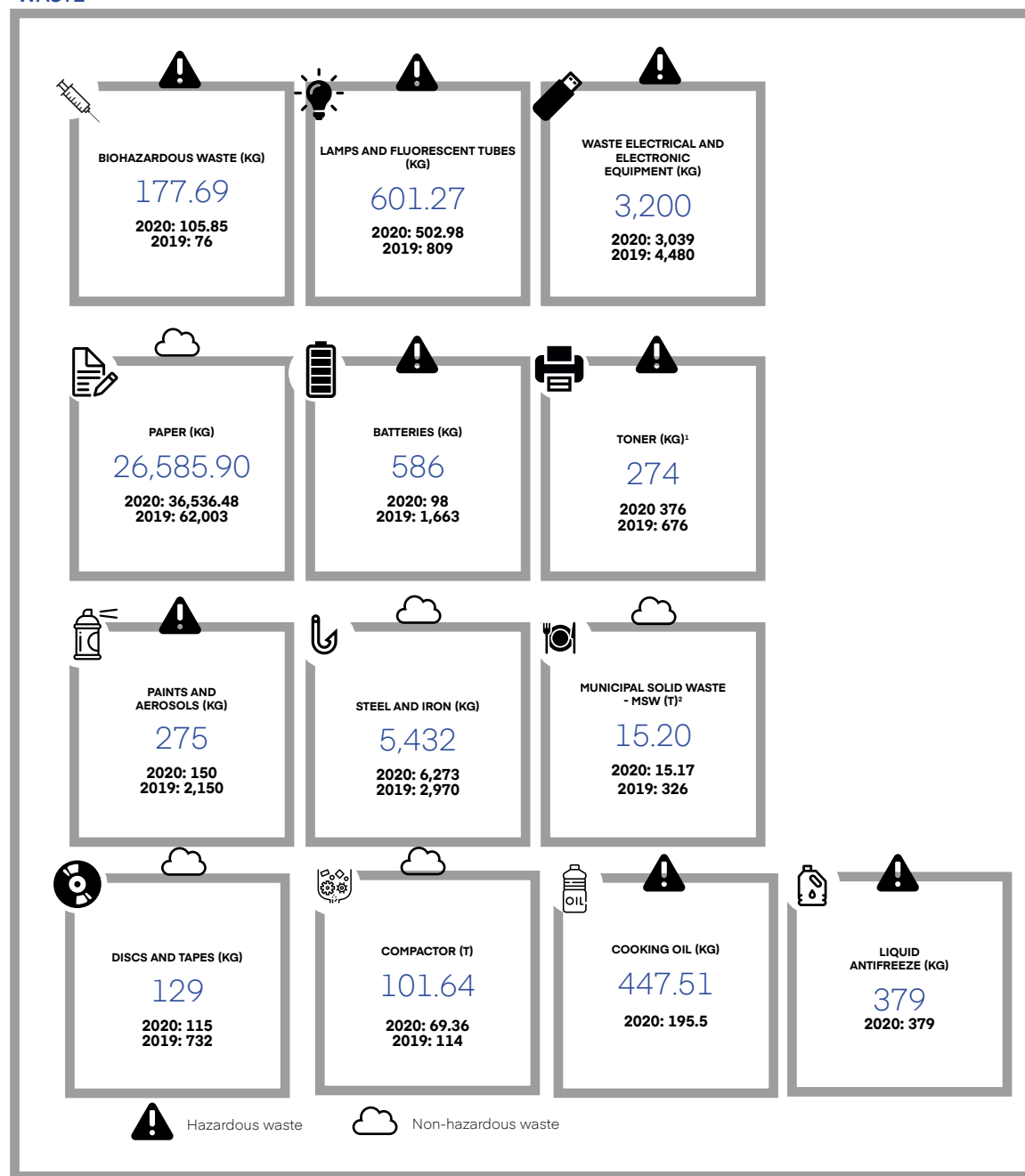


As in previous years, the generation of waste was due to the normal course of business, whether it was the audiovisual production activity, the office activity or the canteen for its employees. In this sense, all the waste generated has been managed appropriately, giving preference to recycling in those cases where the regulations allow it.

In compliance with the regulations governing hazardous and non-hazardous waste, Mediaset España delivers the waste in appropriate conditions to an authorised waste manager. In this sense, waste electrical and electronic equipment is managed through the technical warehouse; all technical equipment is acquired under RoHS regulations, paying at the time of purchase the cost of its removal at the end of its useful life, guaranteeing proper management of waste generated in the renewal process due to expected or unexpected technical obsolescence. Most of the solid urban waste is generated in the cafeteria-canteen area and the staff of this unit separates them according to their destination. (organic, plastic containers or glass). In the offices and other facilities, workers separate paper, batteries, tapes and packaging by depositing them in specific containers distributed throughout the company's facilities.

Since 2018, thanks to the catering service provider at the Fuencarral facilities, all cups, lids and other plastics used in the canteen are made of biodegradable materials.

WASTE



SUSTAINABILITY OF PRODUCTIONS

 GOT TALENT

Committed to entertainment and the environment, 'Got Talent Spain' has become the first adaptation of the 72 existing in the world to obtain the **sustainability certificate** granted by ALBERT, an environmental organisation led by the British Academy of Motion Picture and Television Arts (BAFTA).

Attainment of the certification has been possible thanks to the implementation of a series of measures aimed at reducing the carbon footprint of the production:

- Disposal of single-use bottles, cutlery, glasses and plastic dishes instead, use of cardboard water containers with 100% recyclable plant plug and compostable materials, without emis_iCO₂ atmosphere;
- Placement of recycling containers for organic material, plastic, glass and paper/board;
- Use of energy-efficient LED lights, rechargeable batteries for technical equipment;
- 100% renewable energy in the programme edit rooms;
- With regard to catering: expanding vegetarian options in the menus and snacks delivered during auditions, also implementing a 100% vegan day for talents, contestants, equipment and the public;
- fully online casting, which has allowed, by means of a platform created by and for this process, no bidder or team member to move to show or see talent for the programme;
- Digitization of all processes and documents, implementing digital signature in all legal documentation that reaches the jurors, presenters, contestants, companions, suppliers, the public and the team;
- concise teamnaciado: the individual work of the team of 'Got Talent Spain,' Mediaset España and Fremantle in Spain has been key.

Got Talent España

Congratulations on achieving your albert certification!

 LA ISLA DE LAS TENTACIONES

All recordings made in protected natural spaces have been made with the permission and under the supervision of the Dominican Ministry of the Environment.

- No single-use plastic utensils have been used during recording;
- The native flora and fauna species have been ensured at all times, and they must notify the authorities of the finding of nesting of turtles or other species;
- No natural resources were used during the recording;
- Waste generated duly deposited in skilled placesFor this purpose by the various municipalities, outside the natural environment.

 VIAJEROS CUATRO

All recordings made in protected natural areas have been made with the necessary permits and always following the instructions of the authorised personnel, so as not to damage the natural environment.

 SUPERVIVIENTES 2021

The recording was again carried out in a casks and islands archipelago in Honduras, within a protected area, integrating environmental care and respect and strictly complying with the rules established by the Government of Honduras.

Measures established:

- limited use dwater; transport to the island and storage in tanks used for the hygiene of bidders and displaced equipment;
- Use of organic and biodegradable cleaning and hygiene products, approved by the Foundation that manages and cares for the protected area. Any action that requires other types of products is carried out on the mainland;
- Prohibition on using protected area natural resources to perform the different actions of the programme.
- Acquisition to provlocal eaters on the mainland, of all necessary materials (wood, palm leaves, rope etc.), which before their transport to the island, are subject to fumigation treatment with natural products, and once the production is completed, they are transferred to the mainland. Most of this material is subsequently assigned to nearby communities for use.
- Contestants and the programme team receive guidelines and indications on the use and forms of action in the area. Among others, they are instructed on how to act if an animal are in the recording areas, such as perimeter mixing of turtle nesting, which are protected species, etc.
- Waste: use of reusable menage in equipment meals.
- Extensive periodic beach limits to remove plastic debrisicos that drags the sea and transports these waste to the mainland for appropriate treatment.



AWARDS RECEIVED BY MEDIASET ESPAÑA IN 2021

- Honour Award for Best Radio and TV Communicator in the 2021 Out-of-Life Programs and Research Department that award the Radio Television Awards to **Iker Jiménez**.
- Goya to 'Adu' Awards
 - **Better management: Salvador Calvo**
 - **Best Disclosure Actor: Adam Nourou**
 - **Best Production Address: Luis Fernández Lago and Ana Parra**
 - **Best Sound: Juan Ferro, Nicolas de Poulpiquet, Eduardo Esquide and Jamaica Ruiz García**
- Bombín Award for San Isidro 2021 to **Sonsoles Ónega**.
- Guadix City Award 'I fly' for the episode dedicated to Granada Geopark.
- 'Star Award' of the Spanish Federation of Food Banks to Mediaset España for its dissemination and collaboration work with '**The Big Food Collection**' during the pandemic.
- Annual Vitoria-Gasteiz Television Festival Award **Alejandro Echevarría** as one of the most important vessels in the business area of television.
- Aquí TV Awards
 - To Sonsoles Ónega as Best Presenter
 - Carlos Areces as Best Actor
 - To IT Telecinco 21h as Best Daily Informational
 - Lydia Lozano as Best Collaborator
 - Looking ahead as Best Series
 - At noon for Best Current Programme
 - 'The home of challenges' as Best Child Programme
- 2021 Television Festival Award **José Coronado**.
- Award from the Institute for Social Research and Development of Low Frequent Diseases, Indepel, a **Ana Rosa Quintana** for their work giving voice to these types of diseases to ensure that they have greater support.
- Paloma Plata Award of the Culture of Peace Association to **Corredera Logo**
- Annual Sports Gala Award of the City Council of Cazorla (Jaén) a '**Sports Four**.'
- Grand Joint Challenge Award in the Youtube Awards' Meeting the proposal category **BE A LION**, a recognition that identifies and rewards the most creative, effective and best carried out campaigns to obtain business results.
- 2021 FOTUR Award for 'Four a Day' and its host **Joaquín Prat** in the Media category.
- Ecofin Forum Jury Award **Pedro Baños** for his programme 'The Colonel's Table.'
- Ondas Award for Best Current Programme or Better Coverage to Mediaset España for coverage **Euro 2021**.
- BCMA Spain Award '**Eurotubers**,' Mediaset España and Wavemaker's branded content campaign for Burger King®.
- 'Meninas 2021' Award granted by the Government Delegation to the Community of Madrid for commemorative events on 25N, the International Day for the Elimination of Violence against Women, to **Corredera Logo** for his commitment to defending equality and against male violence.
- Awards from the Ministry of Equality Against Gender Violence in the category of 'Communication and awareness against #ViolenceDeGender › to the docuserie' Rocio, tell the truth to keep alive, with special mention to its manager **Ana Isabel Peces** for visibility and awareness of the concept of vicar violence and 'media immunity.'
- HbbTV Association Awards in the Jury Award category for revealing the year on HbbTV to Mediaset España by **LOVEStv and Mitele**
- International Almeria Film Festival Award for Best Actress to **Toni Acosta** for his role in the series 'Mrs of (H) AMPA.'
- Chupete Award in the Cinema and Television category for the campaign **12 Months for 'Children's Day.'**



TAXONOMY

CONTEXT

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 or the 'Taxonomy Regulation' establishes that any company required to publish non-financial information in accordance with Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU with regard to the disclosure of non-financial information and diversity information by certain large companies and certain groups will include in its Non-Financial Reporting State information on the manner and extent to which the company's activities are associated with economic activities considered environmentally sustainable.

The EU's taxonomy aims to facilitate a classification system for companies' economic activities that are environmentally and socially sustainable, will also serve as support for investors who focus their interests on these types of activities and, therefore, help to decarbonise the European economy.

Mediaset agrees to report on the application of the EU Taxonomy Regulation in accordance with Article 8 thereof and with the Delegated Act specifying the content, methodology and presentation of the information to be broken down from January 2022.

This EU Taxonomy Regulation has defined the first two objectives related to climate change mitigation and adaptation, and is still in the process of defining the criteria for the remaining objectives, amongst other aspects. The completion of the entire regulatory process will make it possible to cover all economic activities available worldwide and thus reduce current uncertainties regarding their implementation.

In relation to the information to be disclosed, Article 8 of the Taxonomy Regulation establishes reporting obligations.

For non-financial undertakings, Article 8 includes the information to be disclosed:

- The proportion of their invoicing that comes from products or services related to economic activities that are considered environmentally sustainable and
- The proportion of their total fixed assets (CapEX) and the proportion of their operating expenses (OpEx) related to assets or processes associated with economic activities considered environmentally sustainable.

Therefore, this Non-Financial Reporting State for 2021 to comply with this new obligation has incorporated the mandatory ratios determined by the regulation and its qualitative information, without having broken down the comparative information for 2020.

APPLICATION TO THE NON-FINANCIAL INFORMATION STATEMENT OF MEDIASET ESPAÑA GROUP

For years, the Mediaset España Group has adopted a management commitment responsible for its environmental activity that it has reported in its sustainability reports, and its environmental priorities are improving energy efficiency, reducing greenhouse gases, reducing the use of natural resources and waste generation. What has been translated into environmental actions such as those detailed below:

- Approval of an Environmental Policy by the Board.
- Modeling a target aligned with the most recent climate science, still in the process of official validation by the SBTi but designed based on its criteria.
- Awareness of the audience on environmental issues through their informational content, programmes, special pieces and campaigns. Dissemination of World Environment Day, International Mother Earth Day, amongst others.
- Environmental footprint management: SDG 7, 8, 9 and 13 of the SDGs.
- Calculation of Scope 3 emissions (all categories considered relevant).
- Voluntary emission offsets.
- Supervision of Mediaset Group environmental management by the Audit and Compliance Committee.
- Participation in national associations of business leadership, knowledge, exchange and dialogue on climate change, coordinated by ForParticipación as representative in Spain of the World Business Council for Sustainable.



- Participation in the Carbon Disclosure Project initiative thru the annual greenhouse gas emissions report (2021 Climate Change Score B)
- Participation in the sustainability index FTSE Russell ESG Rating (FTSE4Good).
- Mediaset España manages to position itself amongst the 23 Spanish companies positioned as climate leaders in the 'Europe's Climate Leaders 2021' ranking, prepared by the Financial Times and Statista.
- Fostering recycling in its facilities; participation in the Seur Foundation initiative to collect caps for joint and several purposes.

Taking into account the above, to be able to comply with legislative developments on taxonomy, this section provides transparent information on compliance by the Mediaset España Group with the two objectives on Mitigation and Adaptation to Climate Change, as well as on its eligible activities and calculation of ratios.

Mediaset España publishes the analysis and scope that taxonomy has in its Group in this document, based on the fact that its main activity is the indirect management of the television service thru its seven television channels, as well as advertizing management on all its channels, the activities of the rest of the Group are a result of the above, therefore its potential environmental impact is very small.

With regard to the Mitigation objective, the activities described in Commission Delegated Regulation (EU) 2021/2139 do not correlate with any of the identified activities currently carried out by the Mediaset España Group.

In relation to the adaptation target, some of the Mediaset España Group's identified activities are included in points 8.3 'Programming, radio and television broadcasting activities' and 13.3 'Cinematic, video and television programme activities, sound recording and music editing activities.'

However, the Group's main revenue generation activity, the sale of advertizing spaces, is not amongst those determined in taxonomy.

RESULTS

Based on the qualitative criteria explained, the proportion of eligible and non-eligible activities for 2021 is shown. In relation to the turnover indicator, the analysis has resulted in 7.3%, in relation to CAPEX 98.6% and OPEX 88.4%.

INCOME VOLUME

The denominator included all Mediaset España Group income for 2021 (Total consolidated income from the consolidated income statement included in the accompanying consolidated financial statements issued under the International Financial Reporting Standards - Note 21.1). The number included only the turnover of the activities determined as eligible for taxonomy.

CAPEX INVESTMENTS.

In accordance with taxonomy, the CapEx ratio referred to in Article 8 (2) (b) of Regulation (EU) 2020/852 will be calculated by including the denominator the additions to tangible and intangible assets during the year considered before depreciation, amortisation and possible new valuations, including those resulting from revaluations and impairments, for the relevant year, excluding changes in fair value. The denominator will also include additions to tangible and intangible assets resulting from business combinations.

For non-financial undertakings applying international financial reporting standards (IFRS), the CapEx integrates the costs that are accounted for in accordance with:

- NIC 16 Property plant and equipment
- IAS 38 Intangible Assets
- NIC 40 Real estate investments
- IAS 41 Agriculture
- IFRS 16 "Leases"

For non-financial undertakings applying national generally accepted accounting principles (GAAP), CapEx will integrate the costs accounted for under the applicable GAAP corresponding to the costs included in investments in fixed assets by non-financial undertakings applying IFRS.

Leases that do not give rise to the recognition of a right to use the asset will not be accounted for as CapEx.

With this, in this ratio, the investment denominator in CAPEX is composed of the total investment in CAPEX of the Mediaset Group, including the amount of the high audiovisual, intangible fixed and material rights (Notes 6.7 and 8 of the Explanatory Notes to the accompanying consolidated financial statements). The numerator includes Capex amounts of the activities considered eligible under the published Taxonomy. The Mediaset Group's main investment in capex is focussed on audiovisual rights (film productions rights and others for television broadcasting) and content, which correspond to eligible activities.

VOLUME IN OPEX (IN ACCORDANCE WITH TAXONOMY)

In calculating the OpEx, only the uncapped costs corresponding to short-term leases (including those arising from applying IFRS 16) and maintenance and repairs have been considered, as established in the taxonomy, including the total costs in the denominator and only those corresponding to the eligible activities in the numerator.



ADDITIONAL INFORMATION

STAFF

	2021	2020	2019
Average headcount ⁽¹⁾	1,585	1,564.08	1,558.5
Headcount at end of year ⁽²⁾	1,595	1,555	1,551
Grant holders ⁽³⁾	101	190	366
Trainees ⁽⁴⁾	51	34	77
Average age of staff (years) ⁽⁵⁾	46.2	45.21	44.8
Female employment rate	47.63%	47.72%	48.30%
Proportion of workers with indefinite-term contracts ⁽⁶⁾	97%	94.7%	94.1%
Rate of recruitment	6.67%	2.66%	4.04%
Average length of service of staff (years)	16.63	15.44	14.69

(1) Includes average annual structural and temporary staff in 2021. Does not include temporary employment agency staff, grant holders and trainees.

(2) Corresponds to the sum of structural and temporary staff at 31 December 2021.

(3) Annual total

(4) Annual total

(5) Calculated at 31 December 2021.

(6) Corresponds to structural staff with indefinite-term contracts at 31/12/2021.

Distribution of staff by group company, job category and gender

Structural staff	Executives		Dept. Head		Journalists		Employees		Manual workers		Totals	
	M	W	M	W	M	W	M	W	M	W	M	W
Mediaset España	50	23	31	36	56	83	388	341	15	-	540	483
Publiespaña	18	12	7	9	-	-	37	101	1	-	63	122
Telecinco Cinema	3	-	-	1	-	-	1	2	-	-	4	3
Conecta 5	3	2	1	1	-	-	2	2	-	-	6	5
Mediterraneo	-	2	-	-	-	-	1	5	-	-	1	7
Megamedia	1	1	3	1	40	48	65	33	-	-	109	83
Supersport	1	-	2	2	27	5	12	10	-	-	42	17
El Desmarque	1	1	2	-	31	5	5	-	-	-	39	6
Be a Lion	5	1	-	-	-	-	19	15	-	-	24	16
Totals	82	42	46	50	154	141	530	509	16	-	828	742
Temporary staff												
Mediaset España	-	-	-	-	-	-	3	3	-	-	3	3
Megamedia	-	-	-	-	1	5	4	-	-	-	5	5
Supersport	-	-	-	-	1	-	-	1	-	-	1	1
Be a Lion	-	-	-	-	-	-	3	4	-	-	3	4
Totals	-	-	-	-	2	5	10	8	-	-	12	13
TOTALS	82	42	46	50	156	146	540	517	16	-	840	755

*Structural personnel are those who have an indefinite-term or temporary contract and their job is considered structural; temporary personnel are those with a contract for work or a fixed-term contract.

Distribution of staff by job category, age and gender

	Men			Women		
	<30	30-50	>50	<30	30-50	>50
Executives	0	33	49	0	18	24
Department heads	0	21	25	0	21	29
Journalists	31	98	27	16	105	25
Employees	39	256	245	30	289	198
Manual workers	0	12	4	0	0	0
Total	70	420	350	46	433	276

Distribution of staff by contract type and age

Age range	Indefinite-term			Temporary			TOTAL
	M	W	TOTAL	M	W	TOTAL	
<30	63	36	99	7	10	17	116
30-50	409	420	829	11	13	24	853
>50	345	275	620	5	1	6	626
Total	817	731	1,548	23	24	47	1,595

Distribution of staff by contract type and professional category

	2021				2020				2019			
	Indefinite-term		Temporary		Indefinite-term		Temporary		Indefinite-term		Temporary	
	M	W	M	W	M	W	M	W	M	W	M	W
Executives	82	42	-	-	79	41	-	-	73	39	-	-
Department heads	46	50	-	-	48	50	-	1	48	48	-	-
Journalists	149	136	7	10	125	129	27	15	122	138	39	20
Employees	524	503	16	14	493	492	22	17	492	479	23	14
Manual workers	16	-	-	-	16	-	-	-	16	-	-	-
Totals	1,548	47	1,473	82	1,455	96						



Distribution of part-time staff

	2021		2020		2019	
	M	W	M	W	M	W
Executive	-	3	-	3	-	4
Dept. Head	-	6	-	6	-	6
Journalists	30	35	5	32	5	34
Employees	22	85	19	89	16	94
Manual workers	2	0	2	-	1	-
Total	54	129	26	130	22	138

Distribution of staff by workday, age and gender

Age range	2021						2020					
	Full time			Part time			Full time			Part time		
	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL
under 30	54	43	97	16	3	19	70	35	105	3	2	5
30-50	388	331	719	32	102	134	417	367	784	14	108	122
>50	344	252	596	6	24	30	297	213	510	9	20	29
Total	786	626	1412	54	129	183	784	615	1399	26	130	156

New hires with indefinite-term contracts

Age	2021			2020		
Age	M	W	TOTAL	M	W	TOTAL
Spain						
under 30	25	20	45	10	5	15
30-50	29	20	49	12	10	22
over 50	6	2	8	2	-	2
Total	60	42	102	24	15	39
International						
under 30	-	-	-	-	-	-
30-50	-	-	-	-	-	-
over 50	-	-	-	-	-	-
Total	-	-	-	-	-	-

Note: New employees hired with indefinite-term contracts in the year and employees who returned to work after a leave of absence or suspension of their contract have been considered.

Employment rate by age, gender and country

	Spain 2021			Spain 2020		
	M	W	TOTAL	M	W	TOTAL
under 30	41.21%	59.70%	47.79%	20.30%	18.13%	19.52%
30-50	7.11%	4.52%	5.76%	2.85%	2.14%	2.48%
over 50	1.82%	0.79%	1.37%	0.70%	0%	0.40%
Total	7.51%	5.76%	6.67%	3.17%	2.11%	2.66%

Note: Calculated with respect to the average headcount with an indefinite-term contract, new hires, those of employees who join the company after a leave of absence or suspension of contract.

Distribution of departures by age, gender and country

Age	2021			2020		
	M	W	TOTAL	M	W	TOTAL
Spain						
under 30	10	9	19	7	1	8
30-50	16	25	41	12	15	27
over 50	4	4	8	10	2	12
Total	30	38	68	29	18	47
International						
under 30	-	-	-	-	-	-
30-50	-	-	-	3	1	4
over 50	-	-	-	-	-	-
Total	-	-	-	3	1	4
TOTAL DEPARTURES	20	30	50	32	19	51

Note: Departures of workers with indefinite-term contracts. Voluntary departures, dismissals, retirements, deaths, leaves of absence and contract suspensions of employees with permanent contracts are considered.

Distribution of dismissals by age, gender and professional category

	2021					
	Executives	Dept. Head	Journalists	Employees	Manual workers	Total
over 50						
M	-	-	-	4	-	4
W	-	-	-	2	-	2
30-50						
M	-	-	1	1	-	2
W	-	-	-	5	-	5
under 30						
M	-	-	-	1	-	1
W	-	-	-	-	-	-
Total	0	0	1	13	0	14



Rotation by age group and gender

Age	M	W	TOTAL
<30	16.48%	26.87%	20.18%
30 a 50	3.92%	5.66%	4.82%
>50	1.21%	1.58%	1.37%
Total	3.75%	5.21%	4.45%

Note: Calculated with respect to the average headcount with indefinite-term contract.

Rotation by age group, gender and country

Age	M	W	TOTAL
Spain			
<30	16.48%	26.87%	20.18%
30 a 50	3.92%	5.66%	4.82%
>50	1.21%	1.58%	1.37%
Total	3.75%	5.21%	4.45%
International			
under 30	-	-	-
30-50	-	-	-
over 50	-	-	-
Total	-	-	-

Note: Calculated with respect to the average headcount with indefinite-term contract.

desired and undesired rotation

Age	DESIRED ROTATION		UNWANTED ROTATION	
	M	W	M	W
under 30	14.84%	26.87%	1.65%	0.00%
30-50	3.19%	4.07%	0.74%	1.58%
over 50	0.00%	0.79%	1.21%	0.79%
Total	2.75%	3.98%	1.00%	1.23%

Note: Calculated with respect to the average headcount with indefinite-term contract.

Absenteeism

2021	M	W	TOTAL
Hours lost	41,208	99,032	140,240

*Note: The hours lost due to common illness, non-work accident, work accident while commuting have been considered, work accident with leave and parental leave."

Scope: Mediaset España Group except for ElDesmarque

Hours worked

	TOTAL 2021
Staff ¹	2,700,840
Temporary employment agency staff	326,563

(1) Note: the hours worked are an estimate based on the hours stipulated in the Mediaset España Collective Agreement and the average headcount for the year.

Hours of training by job category and gender

	2021		2020	
	M	W	M	W
Executive	793	541	858	1,101
Department heads	806	761	1,301	1,172
Journalist	623	1,050	499	404
Employees and operators	6,827	4,886	4,677	4,384
Temporary employment agency staff	115	91	136	508
	9,164	7,329	7,471	7,569
	16,493		15,040	

Scope: Mediaset España Group.

Staff with disabilities

2021	M	W
Journalists	1	1
Employees	4	4
Total	5	5



In 2021, in the area of human rights training, 980 hours of training were provided to 141 participants in courses with related content. This training mainly focused on cybersecurity and privacy, team management and leadership.

In addition, all security personnel subcontracted by Mediaset España have received training in Human Rights, since they have their Professional Identity Card.

It should be noted that there are no significant investment agreements in Mediaset España.

The annual total compensation for the organisation's highest-paid individual in 2020 was 33.45 times higher than the average annual total compensation for staff. In 2020, it was 33.3 times higher than the average annual total compensation for staff in that year.

The remuneration of the highest paid person increased 1.37% compared to the previous year, while the average remuneration of staff increased by 0.88% in the same period.

The information was calculated based on the average remuneration of employees at 31 December 2021, except for 4 temporary employees.

The company does not provide workers with a pension plan structure as part of their employee benefits.

Relationship between the entry level salary established in the Collective Agreement and the minimum salary for staff

Conecta5 and Megamedia		Publiespaña and netsonic		Mediaset, Telecinco Cinema and Mediterraneo		Supersport		El Desmarque	
Level 1	1.40	Level 1	1.65	Level 1-0	0.93	SP1	1.77	Group 1	2.07
Level 2	1.35	Level 2	1.47	Level 2-0	1.21	SP2	1.51	Group 2	1.82
Level 3	1.30	Level 3	1.40	Level 3-0	1.41	SP3	1.32	Group 3	1.60
Level 4	1.25	Level 4	1.39	Level 4-0	1.61	SP4	1.19	Group 4	1.40
Level 5	1.16	Level 5	1.39	Level 5-0	1.79	SP5	1.13	Group 5	1.18
Level 6	1.11	Level 6	1.30	Level 6-0	2.01	SP6	1.06	Group 6	1.02
Level 7	1.08	Level 7	1.29	Level 7-0	2.25	SP7	1.05		
Level 8	1.07	Level 8	1.19	Level 8-0	2.49	SP8	1.04		
Level 9	1.06	Level 9	1.16	Level 9-0	2.73	SP9	1.00		
Level 10		Level 10	1.16	Level 10-0	3.21				
		Level 11	1.09						

Average salary by professional category (thousands of euros)

	2019	2020	2021
Executive	188	194	184
Dept. Head	71	73	72
Journalists	41	42	43
Employees	42	44	45
Manual workers	33	34	35

Average salary by age range (thousands of euros)

	2019	2020	2021
<30	18	23	24
30-50	48	49	49
>50	76	77	74

Average salary by gender (thousands of euros)

	2019		2020		2021	
	M	W	M	W	M	W
Executive	218	133	221	143	205	144
Other categories	44	43	46	45	49	53

Note: The average remuneration was calculated for staff at 31 December 2021, except for 4 temporary employees.

PAY GAP	2021
Average:	19.58%
Medium:	3.58%
PAY GAP	2021
GENERAL MANAGERS*	
Division EXECUTIVES	24.26
other EXECUTIVES	6.44
NON-EXECUTIVES	1.85

*All the General Managers are men.

Note: The pay gap was calculated for staff at 31 December 2021, except for 4 temporary employees.

(Average remuneration men - average remuneration women)

Average remuneration men

Basic salary (average EUR)

2021	M	W
Managers (base salary)	117,433	77,830
Managers (base salary + other effective incentives)	208,965	133,560
Non-Direct (base salary)	32,472	32,038
Non-direct (base salary + other effective incentives)	46,046	44,276

PAY GAP

The pay gap among management is limited to senior executives (16), with a percentage in this area of 24.26%, while for the rest of the executives (a total of 100 people), it amounts to 6.44%. This is due to the greater historical seniority of senior executives, whose were promoted or joined the company at an earlier point in time, when there were fewer women in management. This situation is being corrected over time, and the Group considers that it has almost been corrected at the other management levels.



EMPLOYEE BENEFITS

Mediaset España does not provide workers with a pension plan structure as part of their employee benefits; however, it does offer an extensive range of employee benefits and work-life balance measures, which are detailed in the section of this document on the value of the human team (BUSINESS MODEL). The Group strives to improve the quality of life of its employees and, for this reason, the disconnection from work is facilitated through work-life balance measures and employee benefits. Social benefits are identical for all workers regardless of the type of workday.

Measures for single-parent households: the application of telecommuting in the case of a female worker has been maintained in 2021 so that she can care for her daughter under 12 years, without requiring a reduction in working hours due to legal custody.

EMPLOYEES HIRED THROUGH TEMPORARY EMPLOYMENT AGENCIES

At 31/12/2021, the ratio (days employed/annual period) of people hired through temporary employment agencies in all Group companies was 172. The figure is the result of the calculation according to the full time equivalent criteria. Therefore, an estimate has been made of all temporary hires by calculating their full-time equivalence. The application of this criteria and not head count, by unifying working days, makes it possible to compare temporary employees and regular workers, providing more realistic data on seasonality.

In 2021, a total of 311,486 hours were worked by temporary employment agency staff and there were 33 sick leaves due to COVID. The rate of recordable injuries in this group was 101.05. It should be borne in mind that this figure includes sick leave due to COVID — a total of 33 in 2021 — and no other type of work accident occurred during the year. This way of calculating work accidents justifies the increase in the injury rate compared to previous years.

Distribution of TEMPORARY EMPLOYMENT AGENCY staff by job category

	ANINPRO	MEDIASET	MEDITERRANEO	MEGAMEDIA TELEVISION SL	PUBLIESPAÑA	SUPERSPORT TELEVISION SL	Total
Executive	0	0	0	0	0	0	0
Employees	1	110	1	8	7	11	138
Manual workers	0	2	0	0	0	0	2
Journalists	0	15	0	13	0	4	32
Total	1	127	1	21	7	15	172

TEMPORARY EMPLOYMENT AGENCY staff by age and gender

	MEN			WOMEN		
	<30	30-50	>50	<30	30-50	>50
Mediaset	44	14	11	40	11	8
Mediterranean	1	0	0	0	0	0
Megamedia	9	0	0	13	0	0
Publiespaña	2	0	0	5	0	0
Supersport	8	0	1	4	0	0
Aninpro	0	0	0	1	0	0
Total	64	14	12	63	11	8

OTHER HUMAN RESOURCES MANAGEMENT ISSUES

As for the **external collaborators**, Mediaset España considers that these categories include people hired through temporary employment agencies, grant holders and trainees. With respect to self-employed workers, the current information systems do not allow the information to be disaggregated, although Mediaset España is working to be able to report this information in coming years.

Within the framework of **executive selection processes**, the Mediaset Group continues to hire and appoint executives in a natural way and on the basis of their skills.

With regard to Senior Executives from local communities, the company does not have a specific policy for local recruitment of staff, different from its general recruitment policy, as it is considered that this could potentially lead to situations of discrimination. It should be remembered that in 2021 the entire workforce of the Mediaset España Group is located in Spain.

The **minimum notice periods** that affect employees and the procedures for organisational changes are defined in the Workers' Statute, in the Collective Agreements in force or in any other applicable regulation, guaranteeing compliance with them through the application of the agreement or regulation in question.

In the normal course of its business, Mediaset España manages the participation of underage artists in its programmes strictly following the criteria and procedures established by the Department of Employment of the Community of Madrid, guaranteeing that their rights to education and to the enjoyment of their leisure time are not infringed. In turn, the Code of Ethics regulates individual behavior to avoid attitudes that may be described as child corruption. On the other hand, Mediaset Spain carries out a constant review of its activities and the scenarios where minors work to guarantee their full security and absolute respect for their rights.



More information

Information on the minimum notice periods for organisational changes can be found here



Mediaset España guarantees the absence of **forced labour** through the application of the Code of Ethics, internal procedures and regulations, the application of collective agreements, as well as strict compliance with existing legislation. Any worker can use the channels available to report any situation of this type: a) administrative channels, by filing a complaint with the Labour Inspectorate; b) judicial channels, by filing an administrative complaint with the corresponding Mediation, Conciliation and Arbitration Service.

The procedures that ensure compliance with **human rights** are fully implemented in the Mediaset España Group and are guaranteed by the management mechanisms that apply to each area: content, human resources, advertising, relations with stakeholders, etc., which are extensively described in this document.

Channels available to workers to raise possible human rights violations

- i. Ethical mailbox
- ii. Workers' Committee
- iii. Administrative channels
- iv. Judicial channels

The Group also has measures in place to minimise the risk of employees committing offences or assault. In this sense, the security personnel subcontracted by Mediaset España have the official title of Security Guard and all the guards have their Professional Identity Card and, therefore, have received training in Human Rights. In turn, offences or assaults committed in the workplace by any Group employee are duly sanctioned in accordance with the Disciplinary Regime of the applicable Collective Agreements.

Employees can raise possible breaches of human rights and have these analysed and resolved through the Workers' Committee and the formal mechanisms established in the Collective Agreements, as well as using the Ethical Mailbox, the Industrial Relations Department or the Medical Service.

Procedures for the **identification of hazards, risk assessment and investigation of incidents** are prepared by the Joint Prevention Service and subsequently reviewed by the HR Director. These are audited annually, both internally and externally. Accident investigations are carried out in accordance with the internal procedure in place for this purpose, with the participation of the injured party, their supervisor, members of the Health and Safety Committee and members of the Joint Prevention Service.

The communication by any worker of possible hazards or hazardous substances is channelled through the Prevention Representatives or directly to any member of the Joint Prevention Service. The legislation empowers the Prevention Representatives to stop a process or activity that they consider may cause harm or illness to employees, with the necessary legal safeguards so that no retaliation of any kind can be taken against them. Occupational activity related health and safety incidents are investigated as soon as they are reported. The data collection is carried out with stakeholders, witnesses and/or managers of the activity and a report is prepared based on this, which reflects the analysis of the immediate causes that may have caused it, and corrective measures are proposed to the area responsible for implementing them, monitoring them by the Joint Prevention Service.

The Group guarantees the **confidentiality of information** on the health of employees by rigorously applying the GDPR, complying with current legislation and ensuring that the professionals who work in the Medical Service have taken the Hippocratic Oath.

In 2021, the Safety and Health Committee addressed issues related to the pandemic situation and the measures taken, as the health crisis evolves, such as the instilment of free mask vending machines for workers, air quality control, matador signage, testing of the Covid, the situation of staff in telecommuting, the psychological care programme available to employees and the upcoming performance of a psychosocial risk assessment.

In 2021 there were no fines or sanctions for legal breaches in human resources matters.

ANTI-CORRUPTION AND UNFAIR COMPETITION

The Group's management mechanisms and policies established to **fight against corruption** are detailed in the Integrated Risk Management section of this document (BUSINESS MODEL). In 2021, training in this area was aimed at the entire workforce, with 307 people having been trained. In addition to training and informing the staff about these, the Chairman of the Audit Committee reports to the Board of Directors on the Committee's activities. It deals with the procedures and policies that frame the development of the Group's business. Accordingly, the Group's anti-corruption policies and procedures have been communicated to all Board members.

Mediaset España considers its business partners to be those in which the company has an impact on its management. In this context, the contracts signed by the production companies with Mediaset España include a clause whereby they undertake to comply with and ensure that their employees and collaborators comply with the provisions of current legislation on money laundering, financing of terrorism, fraud, corruption in business, influence peddling and bribery. In 2021 all the production companies in which Mediaset España has a shareholding that signed contracts with Mediaset España signed the anti-corruption clause.

Mediaset Spain is also an arbitration of the principles of the United Nations Global Compact, assumes compliance with the OECD Guidelines for Multinational Enterprises and adheres to the Code of Good Taxation Practices of the Public Administration.

Through its Mediaset Code of Ethics, Spain is committed to strictly complying with anti-money laundering laws and regulations and has developed internal procedures for the purpose of establishing controls that mitigate the risk of money laundering.



Controls to mitigate money laundering risks

- i. Internal Control Over Financial Reporting (ICFR)
- ii. Regulatory Compliance Committee
- iii. Controls established for registering customers
- iv. Controls established in the financial area (lender-contract-invoice-destination of funds)

To ensure that **charitable donations and sponsorships** made to other organisations do not mask bribery, the Mediaset Group has a Protocol to Grant and Management of Grants with foundations, non-governmental organisations and non-profit entities, with the aim of preventing and avoiding acts that involve the commission of a possible criminal offence. This protocol is applicable to any activity or business relationship of Mediaset España Group companies with foundations, non-governmental organisations and non-profit entities.

To ensure that charitable donations and sponsorships made to other organisations do not conceal a bribe, the Mediaset Group has a Policy on the Giving and Acceptance of Gifts, to avoid receiving or offering gifts that could represent a consideration to unduly favour oneself or a third party over others in the purchase or sale of goods, contracting of services or in commercial relations. In turn, the Group has a Procedure for the Sale of Background, Scenery and Costume Goods, which establishes the levels of approval in the event of a donation.

In addition, there is a chain of approval for the awarding of contracts, so that several people are aware of the purchase or request for services, there is separation of duties and different levels of authorisation. In turn, the Group has a Procedure for Signing Contracts, an official table of powers of attorney setting out the quantitative and qualitative limits of the various positions, as well as a Proxy Management Procedure.

Mediaset España has established a framework for action to prevent the occurrence of unfair competition, **monopolistic practices and/or practices against free competition** in the performance of business activities. In this regard, in accordance with the Mediaset España Code of Ethics, all staff are required to take all appropriate measures to comply with current legislation, establishing that, in view of any doubts that may arise from any action, the Company's Corporate Directorate-General must be consulted. It also establishes the duty that relations with all stakeholders are key to corporate reputation and profit and must be open, honest, loyal, respectful and ethical.

Mediaset España firmly believes in free and open competition. In this way, all prices are established according to the costs of the activity, market conditions, national and international references and free competition. Any type of act that contravenes current regulations on antitrust and unfair competition is prohibited.

In the last quarter of 2021, training was carried out on compliance with the conditions imposed by the CNMC.

In 2021 there were no proceedings for cases related to monopolistic practices and against free competition. The Group also made the appropriate modifications to its advertising space marketing policy, as well as the corresponding internal procedures, to adapt to the provisions of the CNMC Resolution of 12 November 2019.

Donations to political parties are prohibited in the Mediaset Group, in compliance with Spanish Organic Law 3/2015, of 30 March. Other contributions, financial or in kind, are regulated in the Code of Ethics, require the approval of the Chief Executive Officer and compliance with current legislation. The Group is not aware of any contributions having been made in 2021 to political parties and/or representatives — financial or in kind — directly or indirectly on behalf of Mediaset España.

MARKETING AND LABELLING

Within the framework of the normal development of its audiovisual business, Mediaset España follows a strict framework for labelling its audiovisual products and services, applying the legislation, codes and self-regulation agreements as well as specific guidelines for the sector, as detailed in the Content Management section of this document (BUSINESS MODEL).

Likewise, it strictly complies with current legislation and self-regulation guidelines on audiovisual commercial communication (advertising messages, promotion, sponsorship and product placement) and self-promotions, as described in the Advertising Management section of this document (BUSINESS MODEL).

However, despite the adoption of all possible measures to ensure responsible management of both the content and advertising broadcast, there have been situations in which the established procedures have not been able to mitigate possible situations of non-compliance.

As of the date of this Report, the 2021 Annual Report of the Joint Monitoring Committee of the Self-Regulation Code for Television Content and Children, which includes the complaints received through the form included on the website www.tvinfancia.es in relation to contents and programmes broadcast, has not yet been published. According to the provisional internal data relating to Mediaset España, 15 complaints were processed against Mediaset programmes, of which the Regulatory Committee has not considered any.

With regard to advertising, 3 advertising complaints were received via the TV and Children website in 2021, which were dismissed by the Autocontrol Advertising Jury.

Audience satisfaction is measured using the mechanisms described in the Content Management section of this document (BUSINESS MODEL) and the results are monitored on a daily basis by the ANTENA team, which adjusts the schedule accordingly. Mediaset España does not publicly disclose this information as it is considered sensitive business data.



HEALTH AND SAFETY OF PRODUCTS AND SERVICES

The evaluation of the possible impacts on the health and safety of the audience of the products or services offered (audiovisual content broadcast) is based on the company's compliance with all the legal requirements established in this regard and the application of the guidelines for action relating to the broadcast of audiovisual and advertising content, as described in the Content Management and Advertising Management sections of this document (BUSINESS MODEL).

In this regard, there have been no incidents in 2021 that give rise to fines or economic sanctions, warnings or incidents of non-compliance with voluntary codes on the impacts that the Group's products or services may have on the health and safety of the audience.

The products marketed by the company are subject to compliance with the applicable legislation. If in 2020 a product or programme had been involved litigation and there were well-founded reasons for such litigation, the company would have taken all the necessary precautionary measures to halt the marketing of the product or programme until the litigation was resolved.

SUPPLIER ASSESSMENT

Mediaset España does not carry out a formal analysis of its suppliers in terms of labour practices, human rights, social impacts or environmental performance. However, to ensure the ethical performance of its supply chain, the company introduces a mandatory and respectful clause for all its suppliers that envisages these matters. In this regard, the Group conveys to its suppliers the commitment to respect, amongst other aspects, the employment and trade union rights of its workers, not to use child labour and to reject any type of forced labour, as described in the Supplier Chain Management section of this document (BUSINESS MODEL).

It should be noted that there are no significant investment agreements in Mediaset España.

LOCAL COMMUNITY

Mediaset España does not have an information system in place to obtain data on operations with local community participation, their impact assessments and/or development programmes.

However, bearing in mind the nature of the Group's activities, which are predominantly carried out in Spain, the involvement of the local community and interaction with its audiovisual business is well-known and the development of audiovisual productions is in line with the concerns and tastes of its local audience, and the support for social causes responds to the local needs identified by the company.

Given the nature of the company's core business, i.e. the audiovisual business, the main positive impacts on local communities are through the generation of direct and indirect employment, audience entertainment and information, and collaboration with social causes and organisations.

On the other hand, negative impacts could be generated as a result of audiovisual content broadcast. In this case, the company has control mechanisms in place to manage possible negative impacts, which are explained at length in the Content Management section of this document (BUSINESS MODEL).

ENVIRONMENT

The Group's main activity is the production and broadcasting of audiovisual content. Therefore, the packaging material waste produced is considered to be immaterial. However, the Group has covered its responsibilities as a waste producer, while managing all the waste produced by the products it purchases and calculating the associated CO₂ emissions, both upstream and downstream.

Mediaset España uses office supplies made from recycled materials, such as recycled paper and toner, wherever possible. The amount of recycled paper for 2021 is 1.678 kgs of paper and 233 toners.

For its part, Mediaset España has its headquarters on urban land, so both water collection and discharge are carried out through the urban network. The facilities managed directly by the Group are located in industrial estates or urban areas, far from protected natural spaces.

As it carries out its activities directly in urban areas, it has no impact on natural spaces, apart from the possible impacts produced by the recording of programmes in natural environments. These are managed taking into account their minimisation at all times, following strict compliance with current legislation and applying the appropriate protocols to guarantee their conservation and non-impact, as described in the section on Environmental Footprint Management — Management of the Impact of Programmes on Natural Environments, in this document.

Similarly, given the nature of the Group's activities, there is no significant risk of spills of hazardous substances, and no such situation is known to have occurred in 2021.

As mentioned above, the company carries out its audiovisual production and development activities in Spain. Therefore, the energy consumption occurs in Spain, where it purchases electricity from 100% renewable sources and, therefore, the indirect GHG emissions from generating this energy based on the market are 0. Off-site energy consumption is facilitated in terms of CO₂ emissions.



Taking into account the gross value of indirect GHG emissions when generating energy, depending on the location of the company's activities, these reach the values detailed below, taking into account the emission factors of Spain's Energy Mix published each year by the Spanish Ministry of Ecological Transition.

LOCATION BASED SCOPE 2

	tCO ₂ e
2021	3,891
2020	4,813
2019	6,999

The refrigerant gases that Mediaset España uses in its air conditioning equipment have an ODP equal to zero and, therefore, do not damage the ozone layer.

In compliance with the regulations governing hazardous and non-hazardous waste, Mediaset España delivers the waste to an authorised waste manager for final disposal. To the company's knowledge, they have the following destinations:

Type of waste	Final disposal
Special biohazardous waste	Sterilisation/ Destruction
Lamps and lights	Recycling/Recovery
Discs and tapes	Recycling
Batteries	Recycling
Paper	Recycling
WEEE: monitors, printers, scanners, mixed e-scrap	Recycling/Recovery
Mixed Municipal Waste - EWC Code 200301	Disposal in controlled storage
Steel and Iron - EWC Code 191202	Recycling/Recovery Final provision according to Appendix II of Spanish Law 22/2011 - R12
Toner	Recycling
Edible oils and fats	Recycling
Compactor	Destruction
Antifreeze liquid	Recycling
Paint and solvent cans	Recycling

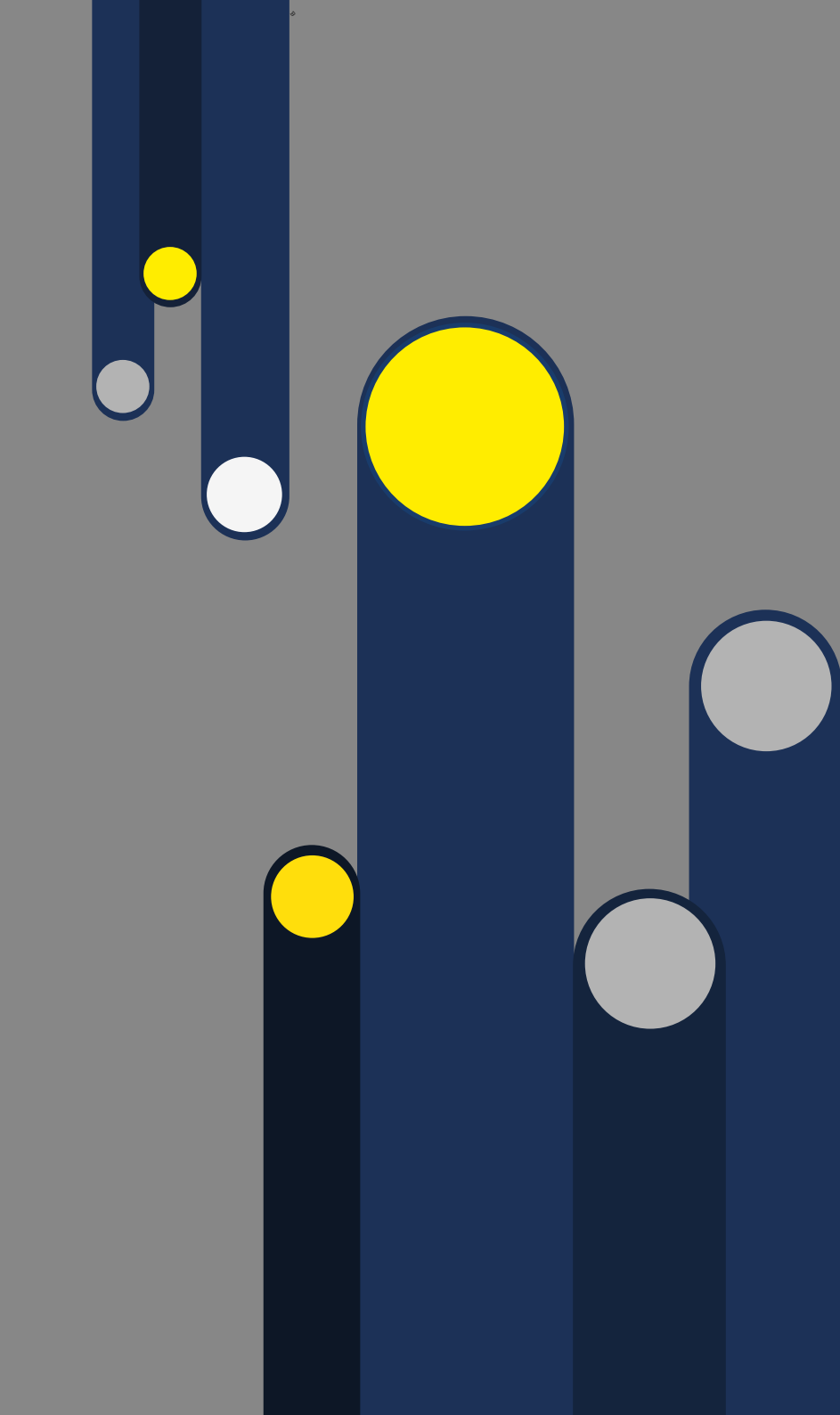
COMPLIANCE WITH LEGISLATION

Mediaset España did not received any environmental complaints in 2021 nor has it been subject to any significant fines or sanctions for non-compliance with environmental regulations.

There have also been no incidents involving violations of indigenous rights.

With regard to fines or penalties for non-compliance with the law or regulations in matters related to human resources, in 2021 there were no fines or penalties, and 12 labour claims were resolved, 10 of which were favourable to the Company and 2 of which were unfavourable, with 2 having been appealed.

There are no significant fines or penalties in 2021 other than those mentioned above and those detailed under MARKETING AND LABELLING in this section.



ABOUT THIS REPORT

*MEDIASET*españa.



REPORT PREPARATION PROCESS

The contents of this Report respond to the information requirements defined in the Disclosure of Non-Financial Information Act 11/2018, concerning the relevant issues identified in the materiality analysis and the information requirements of the initiatives to which Mediaset España adheres.

The Report has been prepared by Corporate General Management with the involvement and participation of all areas of the organisation and aims to address, with rigour and detail, the significant impacts generated by the issues relevant to its business, its management and its results.

This report responds to the sustainability reporting principles of the GRI Standards, in terms of determining the content of the report (inclusion of stakeholders, sustainability context, materiality, completeness) and the quality of the information (balance, comparability, accuracy, timeliness, clarity and reliability).

MATERIALITY ANALYSIS

In 2020, the corresponding materiality analysis was carried out to identify the relevant issues for Mediaset España and its main stakeholders; i.e., those issues that reflect the impacts of the business on the economy, the environment and people, taking into account internal and external sources of consultation.

On the one hand, an internal survey was carried out among the company's executives where they assessed the degree of relevance of 73 issues or topics related to labour, social, environmental, economic, ethical and good governance matters. On the basis of these assessments, the list of issues rated as important and very important by the executives was compiled.

In turn, a documentary analysis was carried out of the issues considered by the representatives of the main stakeholders for the Mediaset España Group, considering: international standards and CSR opinion leaders; the investment community; competitors and regulators (Spain and the European Union). Based on this analysis, 71 issues considered by the different stakeholders were identified, which were assessed in terms of the degree of importance that each agent assigns to each of them. Based on these assessments, the list of issues considered material (important and very important) by all the Group's stakeholders was compiled.

A review was conducted in 2021 to ensure that no relevant matters that had arisen during the year were excluded from this report.

STAKEHOLDER PRIORITIES

ENVIRONMENT

Impact management and reduction

PEOPLE MANAGEMENT

Gender equality – non-discrimination

Inclusion

Health and safety

CYBERSECURITY

Information security

SOCIAL IMPACT

Responsible advertising

Accessibility of products

Reflection of diversity in content

Community support

GOVERNANCE

Composition and transparency in the management of the Board of Directors

BASIC HUMAN RIGHTS

Freedom of expression

Right to privacy

ETHICS AND INTEGRITY

Transparency and integrity in business practices

Responsible management of the value chain

EXECUTIVE PRIORITIES

RESILIENCE

REGULATORY ENVIRONMENT

ETHICS AND INTEGRITY IN MANAGEMENT

Transparency and integrity in business practices

Risk management system

Independence of editorial content

Respect for the principles of free competition

Fiscal transparency

Responsible management of the value chain

GOVERNANCE

Composition of the Board of Directors and transparency in management

CYBERSECURITY

Information and infrastructure security

PERSONAL DATA

Transparency and accountability in the management of personal data

ENVIRONMENT

Impact management and reduction

PEOPLE MANAGEMENT

Gender equality – non-discrimination

Inclusion

Talent management and career development

Performance evaluation and fair pay

Work-life balance measures

Health and safety

Social dialogue in the workplace

SOCIAL IMPACT

Trust in the media as a source of information

Secure access to content

Accessible contents

Management of the negative impacts of content

BASIC HUMAN RIGHTS

Freedom of expression

Privacy

Intellectual property



IMPACT OF THE RELEVANT ISSUES ON STAKEHOLDERS

RELEVANT ISSUE	STAKEHOLDER	MEDIASET ESPAÑA'S RESPONSE	GRI STANDARD	PAGE OF THE REPORT
RESILIENCE		Business context Strength of a coherent strategy The audiovisual business The advertising business Creating value for shareholders and investors Value generated and distributed	102-6, 201-1, 401-1	IX; 20-21; 30-45; 46-49; 75-76; 106
REGULATORY ENVIRONMENT		Relations with public institutions Integrated Risk Management The audiovisual business The advertising business Value of personal data	102-2, 417-3, 418-1, 419-1, 307-1	18; 22-29; 30-45; 46-49, 50-52
PEOPLE MANAGEMENT				
Gender equality – non-discrimination		Value of the human team	401-3, 405-1, 405-2, 406-1	56-64
Inclusion		Value of the human team	405-1, 405-2, 406-1	56-65
Health and safety		Value of the human team	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8	65-66
Talent management and career development		Value of the human team	404-1, 404-2, 404-3	62-64
Performance evaluation and fair pay		Value of the human team	404-3, 405-2	64
Work-life balance measures		Value of the human team	401-1, 401-2, 401-3	61
Social dialogue in the workplace		Value of the human team	402-1, 403-4	56-65
ETHICS AND INTEGRITY IN MANAGEMENT				
Transparency and integrity in business practices		Integrated Risk Management Value of personal data Fiscal transparency	102-16, 102-17, 102-18, 102-40, 102-42, 102-43, 102-44, 205-1, 205-2, 205-3, 206-1, 415-1, 417-1, 417-2	22-29; 50-52; 71-74
Risk management system		Integrated Risk Management	102-3, 102-15, 102-29, 102-30, 201-2	6-9; 22-29; 71; 118-123
Independence of editorial content		The audiovisual business	M1, M2, M3	30-45
Fiscal transparency		Fiscal transparency	201-4, 207-2	71-74
Responsible management of the value chain		Supplier chain	102-9, 103-1, 103-2, 103-3, 204-1, 414-2, 407-1, 408-1, 409-1, 414-1, 414-2, 308-1, 308-2	68-70
GOVERNANCE				
Composition of the Board of Directors and transparency in management		Corporate governance	102-18, 102-20, 102-22, 102-23, 102-24, 102-26; 102-27, 102-28, 102-29	6-9
CYBERSECURITY				
Information and infrastructure security		Cybersecurity	103-1, 103-2, 103-3, 418-1	23; 28; 53-55



Employees

Sector artists and
professionalsShareholders and
investors

Advertisers



Audience



Suppliers



Unions



Competition



Government



Community



RELEVANT ISSUE	STAKEHOLDER	MEDIASET ESPAÑA'S RESPONSE	GRI STANDARD	PAGE OF THE REPORT
PERSONAL DATA				
Transparency and accountability in the management of personal data		Value of personal data	103-1, 103-2, 103-3, 418-1	50-52
SOCIAL IMPACT				
Trust in the media as a source of information		The audiovisual business	103-1,103-2,103-3, 418-1	30-31; 35
Secure access to content		The audiovisual business	M4, M5, M6	30-34, 42-43
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Management of the negative impacts of content		The audiovisual business	M7	30-45; 134
Responsible advertising		The advertising business	102-2, 416-1, 416-2, 417-3, M2,M3	46-49
Reflection of diversity in content		Mediaset España, committed to society	M2, M3	78-85; 101
Community support		Assignment of advertising space Social communication campaigns Value generated and distributed Support for the undertaking	201-1, 201-2, 201-3, 201-4, M7	103-107
BASIC HUMAN RIGHTS				
Freedom of expression		The audiovisual business Value of the human team	M2, M3, 407-1	30-34; 42; 56-65; 70
Privacy		The audiovisual business Value of personal data	M2, M3, 418-1	30-43; 50-52
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Employees

Sector artists and
professionalsShareholders and
investors

Advertisers



Audience



Suppliers



Unions



Competition



Government



Community



DIALOGUE

The company makes its Report available to its stakeholders in digital format, browsable on the Internet with responsive technology, through the corporate website, available in Spanish and English.

<https://www.mediaset.es/sostenibilidad/>

Mediaset España values and encourages stakeholder participation by providing them with a specific communication channel to gather their comments, concerns and requests for information, as well as to obtain feedback on the issues addressed in this Report, or others that they consider relevant from a sustainability perspective. The channel you can contact is:

Dirección General Corporativa

Carretera de Fuencarral a Alcobendas, 4
28049- Madrid
corporativo@mediaset.es

EXTERNAL REVIEW

Mediaset España submits this Report to independent external review. The non-financial information has been reviewed by Deloitte in accordance with ISAE 3000 Revised, whose assurance report is available at the end of this report.



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Business Model	Description of the group's business model	Brief description of the group's business model, including its business environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future performance.	GRI 102-2 Activities, brands, products and services	2-5; 12; 14; 22-25; 42
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			GRI 102-6 Markets served	
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			GRI 102-7 Scale of the organisation	
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	Key risks	Key risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that could have an adverse effect on these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with the national, European or international frameworks of reference for each area. Information should be included on the identified impacts, providing a breakdown of these impacts, in particular the key short, medium and long-term risks.	GRI 102-15 Key impacts, risks, and opportunities	22-25; 29; 118
			GRI 102-11 Precautionary Principle or approach	
	General	Current and foreseeable effects of the company's activities on the environment and, if applicable, on health and safety	GRI 102-15 Key impacts, risks, and opportunities	22-25; 29; 118
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			GRI 102-29 Identifying and managing economic, environmental, and social impacts	
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	Pollution	Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution	GRI 307-1 Non-compliance with environmental laws and regulations (autonomous regions)	118-122; 134
			GRI 103-2 Management Approach	
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		Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 103-2 Management Approach (Environment) GRI 301-1 Materials used by weight or volume 121
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	Greenhouse Gas Emissions	GRI 305-1 Direct (Scope 1) GHG emissions	120; 134-135
		GRI 305-2 Indirect (Scope 2) GHG emissions generating energy	
		GRI 305-3 Other indirect (Scope 3) GHG emissions	
	Climate Change	GRI 305-4 GHG emissions intensity	29; 118-121
		Measures taken to adapt to the consequences of Climate Change	
		Voluntary medium- and long-term reduction targets set to reduce GHG emissions and means implemented to do so.	
	Taxonomic Regulation	GRI 103-2 Management Approach (Reduction of GHG Emissions)	118-119
		Company Criteria	
		Measures taken to preserve or restore biodiversity	
	Protection of biodiversity	GRI 103-2 Management Approach (Biodiversity)	119
		Impacts caused by activities or operations in protected areas	
Information on social and personnel matters	Policies	GRI 103-2 The management approach and its components	9; 56 Regulations of the Board of Directors 27-29 Articles of Association Articles 37.3 and 56
		GRI 103-3 Evaluation of the management approach	
		GRI 102-35 Remuneration policies	
	Key risks	GRI 102-15 Key impacts, risks, and opportunities	26-29 Regulations of the Board of Directors P. 5-8
		GRI 102-30 Effectiveness of risk management processes	



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Contents of Spanish Law 11/2018 NFI		Standard used	P. Report
Information on social and personnel matters	Employment	GRI 102-7 Scale of the organisation	
		Total number and distribution of employees by gender, age, country and professional category	57-58; 127-129
		Total number and distribution of types of employment contracts	57-58; 127-129
		Annual average of indefinite, temporary and part-time contracts by gender, age and professional category	57-58; 127-129
		Number of dismissals by gender, age and professional category	129
		Average remuneration and their evolution disaggregated by gender, age and professional category or equal value	130
		Wage Gap	130
		Remuneration of equal or average jobs in society	130
	The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender	9; 130 Regulations of the Board of Directors 26-28 Articles of Association Articles 37.3 and 56 Annual Report on Directors' Remuneration	
	Implementation of measures to disconnect from work	131	
	Disabled employees	129	
	Organisation of work	Organisation of working time	57-58; 127-128
		Number of hours of absenteeism	67; 129
	Health and safety	Measures aimed at facilitating a work-life balance and encouraging the responsible exercise of these rights by both parents.	58
Occupational health and safety conditions		65-67; 133-134	
Work accidents (frequency and severity) disaggregated by sex		65-67; 133-134	
Occupational diseases (frequency and severity) disaggregated by sex		67	
Labour Relations	Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them	GRI 102-43 Approach to Stakeholder Engagement (related to trade unions and collective bargaining)	
		GRI 402-1 Minimum notice periods regarding operational changes	59; 61; 131
		GRI 403-1 Workers representation in formal joint management worker health and safety committee	
	Percentage of employees covered by collective agreements by country	59	
	Review of collective agreements, particularly in the field of occupational health and safety	59; 65-67	



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Contents of Spanish Law 11/2018 NFI		Standard used	P. Report		
Information on social and personnel matters	Training	GRI 103-2 Management Approach (Training and Education)			
		GRI 404 -2 Programmes for upgrading employee skills and transition assistance programmes	62-64		
		Total number of training hours by professional category	GRI 404-1 Average hours of training per year per employee	63; 129	
	Accessibility	Universal accessibility for people with disabilities	GRI 103-2 Management Approach (Diversity and Equal Opportunity and Non-Discrimination)	65; 129-130	
		Measures taken to promote equal treatment and equal opportunities for men and women	GRI 103-2 Management Approach (Diversity and Equal Opportunity)	60-64	
	Equality	Equality plans	GRI 103-2 Management Approach (Diversity and Equal Opportunity and Non-Discrimination)	60-64	
		Measures taken to promote employment	GRI 103-2 Management Approach (Employment)		
			GRI 404 -2 Programmes for upgrading employee skills and transition assistance programmes	62-64	
		Protocols against sexual and gender-based harassment	GRI 103-2 Management Approach (Diversity and Equal Opportunity and Non-Discrimination)	60-64	
		The integration and universal accessibility of persons with disabilities	GRI 103-2 Management Approach (Diversity and Equal Opportunity and Non-Discrimination)	60-64; 130	
Policy against all forms of discrimination and, where appropriate, diversity management		GRI 103-2 Management Approach (Diversity and Equal Opportunity and Non-Discrimination)	60-64		
Information on respect for human rights	Policies	GRI 406-1 Incidents of discrimination and corrective actions taken			
		GRI 103-2 The management approach and its components			
		GRI 103-3 Evaluation of the management approach	50-52; 59; 129		
		GRI 410-1 Security personnel trained in human rights policies or procedures			
	Key risks	GRI 412-2 Employee training on human rights policies or procedures			
			GRI 102-15 Key impacts, risks, and opportunities	26-29; 50-52; 59; 130	
	Human Rights	Implementation of human rights due diligence procedures	GRI 103-2 Management Approach (Human Rights Assessment)	22-25	
		Complaints concerning cases of human rights violations	GRI 103-2 Management Approach (Human Rights Assessment)		
			Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	22-25; 60; 129
				GRI 410-1 Security personnel trained in human rights policies or procedures	
			GRI 102-17 Mechanisms for advice and concerns about ethics	22; 129; 131; 134-135	
			GRI 103-2 Management Approach (Human Rights Assessment)	For further information see Note 14 of the Consolidated Financial Statements	
		GRI 411-1 Rights of Indigenous Peoples			
	GRI 419-1 Non-compliance with laws and regulations in the social and economic area				
	Promotion and enforcement of the provisions of ILO fundamental conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour	GRI 103-2 Management Approach (Non-discrimination; Freedom of Association and Collective Bargaining; Child Labour; Forced or Compulsory Labour and Human Rights)	59		



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	Contents of Spanish Law 11/2018 NFI	Standard used	P. Report
Information related to the fight against corruption and bribery	Policies	GRI 103-2 The management approach and its components	22-29
		GRI 103-3 Evaluation of the management approach	
		GRI 205-2 Communication and training about anti-corruption policies and procedures	
	Key risks	GRI 102-15 Key impacts, risks, and opportunities	22-29
		GRI 102-30 Effectiveness of risk management processes	
		GRI 205-1 Operations assessed for risks related to corruption	
	Corruption and bribery	GRI 103-2 Management Approach (with a view to GRI 205 Anti-Corruption) - If the entity submits 205-2, this legal requirement is also covered with this indicator	22-29
		GRI 103-2 Management Approach (Anti-Corruption)	27; 132
		GRI 103-2 Management Approach (Anti-Corruption)	106; 132
		GRI 201-1 Direct Economic Value Generated and Distributed (Community Investment)	
		GRI 203-2 Significant indirect economic impacts	
Information about the company	Policies	GRI 103-2 The management approach and its components	22-29; 137
		GRI 103-3 Evaluation of the management approach	
	Key risks	GRI 102-15 Key impacts, risks, and opportunities	22-29; 133
		GRI 102-30 Effectiveness of risk management processes	
	Company commitments to sustainable development	GRI 203-1 Investment in infrastructure and support services	12-13; 68; 106; 133
		GRI 203-2 Significant indirect economic impacts	
		GRI 204-1 Proportion of spending on local suppliers	
		GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	
		GRI 413-2 Operations with significant negative impact-actual or potential-on local communities	
		GRI 201-1 Direct Economic Value Generated and Distributed (Community Investment)	12-13; 68; 106; 133
		GRI 203-1 Investment in infrastructure and supported services	
		GRI 203-2 Significant indirect economic impacts	
		GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	
		GRI 413-2 Operations with significant negative impact-actual or potential-on local communities	
		GRI 201-1 Direct Economic Value Generated and Distributed (Community Investment)	



Contents of the Statement of Non-financial Information

Contents of Spanish Law 11/2018 NFI		Standard used	P. Report
Company commitments to sustainable development	Relations with local community stakeholders and the modalities of dialogue with them	GRI 102-43 Approach to stakeholder engagement GRI 413-1 Operations with local community engagement, impact assessments, and development programmes	16-17
	Partnership or sponsorship actions	GRI 102-13 Membership with associations GRI 203-1 Investment in infrastructure and support services GRI 201-1 Direct Economic Value Generated and Distributed (Community Investment)	16; 103; 106
	Inclusion of social, gender equality and environmental issues in the procurement policy	GRI 103-3 Management Approach (Supplier environmental and social assessment)	24-25; 132-135
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 102-9 Supply chain GRI 103-3 Management Approach (Supplier environmental and social assessment) GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour GRI 414-1 New suppliers that were screened using social criteria GRI 414-2 Negative social impacts in the supply chain and actions taken	24-25; 68; 134
Information about the company	Monitoring and audit systems and audit results	GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 414-2 Negative social impacts in the supply chain and actions taken	134
	Measures for consumer health and safety	GRI 103-2 Management Approach (Customer Health and Safety) GRI 416-1 Assessment of the health and safety impacts of product and service categories GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services GRI 417-1 Requirements for product and service information and labelling	30-32; 50-52; 134
	Complaint systems, complaints received and their resolution	GRI 102-17 Mechanisms for advice and concerns about ethics GRI 103-2 Management Approach (Customer Health and Safety) GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data. G4-M5 Number and nature of responses (feedback/complaints) related to content dissemination, including protection of vulnerable audiences and informed decision making and accessibility, and processes for addressing these claims.	6-7; 25; 36; 51; 130
	Profits obtained by country	GRI 207-4 Country-by-country reporting	1 Consolidated Financial Statements
Tax information	Income tax paid	GRI 207-4 Country-by-country reporting	71-74 Consolidated Financial Statements
	Government grants received	GRI 201-4 Financial assistance received from government	74 Consolidated Financial Statements



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Mediaset España Comunicación, S.A. and Subsidiaries

Independent limited assurance report on the 2021 Sustainability Report, which contains the Consolidated Non-Financial Information Statement of Mediaset España Comunicación, S.A. and Subsidiaries

23 February 2022

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Translation of a report originally issued in Spanish. In the event of a discrepancy, the Spanish-language version prevails.

INDEPENDENT LIMITED ASSURANCE REPORT

To the Shareholders of Mediaset España Comunicación, S.A.,

In accordance with Article 49 of the Spanish Commercial Code, we have performed the verification, with a scope of limited assurance, of the 2021 Sustainability Report ("SR") containing the Consolidated Non-Financial Information Statement ("NFIS") for the year ended 31 December 2021 of Mediaset España Comunicación, S.A. and subsidiaries ("the Company" or "Mediaset"), which forms part of the Consolidated Directors' Report of Mediaset.

The SR includes information, additional to that required by current Spanish corporate legislation relating to non-financial reporting and by the Global Reporting Initiative Standards for sustainability reporting ("GRI standards"), that was not the subject matter of our verification. In this regard, our work was limited solely to verification of the information identified in the "GRI Content" and "Contents of the Statement of Non-Financial Information" tables in the "About this Report" chapter of the SR.

Responsibilities of the Directors and of Management

The preparation and content of the SR are the responsibility of the Board of Directors of Mediaset. This SR was prepared in accordance with GRI standards. Also, the NFIS included in the SR was prepared in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected GRI standards, as well as other criteria described as indicated for each matter in the "Contents of the Statement of Non-Financial Information" tables in the "About this Report" chapter of the SR.

These responsibilities also include the design, implementation and maintenance of such internal control as is determined to be necessary to enable the SR and the NFIS to be free from material misstatement, whether due to fraud or error.

The directors of Mediaset are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the SR and the NFIS is obtained.



Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), which is based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC 1) and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of non-financial information and, specifically, in information about economic, social and environmental performance.

Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our review in accordance with the requirements established in International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information ("ISAE 3000 Revised"), currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines published by the Spanish Institute of Certified Public Accountants on attestation engagements regarding non-financial information statements.

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 and, consequently, the level of assurance obtained is substantially lower.

Our work consisted of making inquiries of management and the various units of Mediaset that participated in the preparation of the SR, reviewing the processes used to compile and validate the information presented in the SR, and carrying out the following analytical procedures and sample-based review tests:

- Meetings held with Mediaset personnel to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external review.

- Analysis of the scope, relevance and completeness of the contents included in the SR based on the materiality analysis performed by Mediaset and described in the "About this Report" chapter, taking into account the contents required under current Spanish corporate legislation.
- Analysis of the processes used to compile and validate the non-financial information presented in the SR for 2021.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters described in the "About this Report" chapter of the SR.
- Verification, by means of sample-based tests, of the non-financial information relating to the contents included in the SR and the appropriate compilation thereof based on the data furnished by Mediaset's information sources.
- Obtainment of a representation letter from the directors and management.

Emphasis of Matter

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment establishes the obligation to disclose information on how and to what extent an undertaking's activities are associated with economic activities that qualify as environmentally sustainable in relation to the climate change mitigation and climate change adaptation objectives for the first time for 2021, provided that the non-financial information statement is published on or after 1 January 2022. As a result, the accompanying NFIS for 2021 does not include comparative information in relation to this matter. In addition, information was included in relation to which the directors of Mediaset have opted to apply the criteria which, in their opinion, best enables them to comply with the new obligation and which are defined in the "Business Model. Taxonomy" section of the SR for 2021. Our conclusion is not modified in respect of this matter.



Conclusion

Based on the procedures performed in our verification and the evidence obtained, nothing has come to our attention that causes us to believe that:

- a) The non-financial information identified in the “GRI contents” table in the “About this Report” chapter of Mediaset’s SR for the year ended 31 December 2021 was not prepared, in all material respects, in accordance with the GRI standards.
- b) Mediaset’s NFIS for the year ended 31 December 2021 was not prepared, in all material respects, in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected GRI standards, as well as other criteria described as indicated for each matter in the “Contents of the Statement of Non-Financial Information” tables in the “About this Report” chapter of the SR.

Use and Distribution

This report has been prepared in response to the requirement established in corporate legislation in force in Spain and, therefore, it might not be appropriate for other purposes or jurisdictions.

DELOITTE, S.L.

Fernando García Beato

23 February 2022