

DIRECTOR'S SELECTION POLICY

1. In its constant effort to make the management of the Company increasingly transparent, the Board of Directors of MEDIASET ESPAÑA COMUNICACIÓN, S.A. (MEDIASET ESPAÑA or the "COMPANY") publishes the criteria and procedures followed in selecting those persons who may be incorporated onto the board.
2. These guidelines are based, in any case, on the inexcusable intervention of the Appointments and Remuneration Committee, to that end, it may seek external advice as necessary.
3. Any replacement or incorporation must be preceded by a thorough analysis of possible needs or deficiencies of each vacancy, at any times, the Board of Directors, as well as identifying the roles and capabilities required in each vacancy; while at the same time seeking to:
 - a. maintain the high degree of qualification in all areas of the main activities corporately performed by the Company and its Group;
 - b. combine persons, as far as possible, with a diverse knowledge, experience and gender, and a progressive increase in the number of female directors;
 - c. avoid any implicit bias that may involve any discrimination and in particular, hinder the selection of female directors.
4. Regardless of their level of technical or professional qualifications, candidates must be honourable and honest persons, with recognized expertise, available and a high level of commitment to their duties.
5. Directors who do not meet the external or internal requirements of the corporate governance regulations, may not be considered as candidates to be directors, in particular:
 - a) Persons who are engaged in any circumstance of incompatibility or prohibition governed by general provisions
 - b) Persons exercising managerial positions in more companies than permitted in accordance with the rules governing the Company.

- c) Persons, who have held positions in the Spanish government, including regulatory bodies, are legally incompatible with the performance of a directorship in a listed company. In the event that there is a candidate with these characteristics, but had left public office for a minimum of two years prior, the Appointments Committee shall conduct checks to verify the absence of any impediment.
 - d) Persons who, for whatever reason, have opposed interests to those of the Company or its group interests.
6. Any nomination within the Board of Directors must be accompanied by an explanatory report prepared by the Appointments Committee, which will be made available to shareholders upon the publication of the corresponding notice for the General Meeting at which the agreement is submitted for approval.
7. The Appointments Committee annually verifies the compliance with the directors selection policy and publishes this information in both its Annual Report and in the Annual Corporate Governance Report.

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