

GMA HOLDINGS INC.: SUSTAINABILITY REPORT

Contextual Information

Company Details	
Name of Organization	GMA Holdings, Inc.
Location of Headquarters	Unit 5D Tower One, One Mckinley Place, New Bonifacio Global City, Fort Bonifacio, Taguig City
Report Boundary: Legal entities (e.g. subsidiaries) included in this report*	<p>GMA Holdings, Inc. (“GHI”) adopts the Sustainability Report of GMA Network, Inc. (“GMA”) as posted in https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/ in so far as it is applicable/relevant to the sole business and purpose of GHI which is the issuance of the Philippine Deposit Receipts (“PDRs”) relating to GMA common shares for as long as the PDRs are outstanding pursuant to the Philippine Deposit Receipt Instrument (PDR Instrument). GHI has undertaken to perform the obligations under the PDRs and the acquisition and holding of the GMA common shares underlying the PDRs, which includes maintaining the listing with the Philippine Stock Exchange (PSE), and maintaining its status as a Philippine person for as long as Philippine law prohibits ownership of Common Shares by non-Philippine persons.</p> <p>GHI has no subsidiaries.</p>
Business Model, including Primary Activities, Brands, Products, and Services	<p>GHI is incorporated in the Philippines to invest in, purchase or otherwise to acquire and own, hold, use, sell , assign, transfer, mortgage, pledge, exchange or otherwise dispose real and personal property of every kind and description.</p> <p>GHI does not engage in any other business or purpose other than in connection with the issuance of the PDRs, the performance of the obligations under the PDRs and the acquisition of the underlying shares of GMA in respect of the PDRs issued and listed the PSE, pursuant to the PDR Instrument.</p>
Reporting Period	2019
Highest Ranking Person responsible for this report	Atty. Anna Teresa M. Gozon-Valdes (Corporate Secretary) and Atty. Roberto Rafael V. Lucila (Compliance Officer)

**If you are a holding company, you could have an option whether to report on the holding company only or include the subsidiaries. However, please consider the principle of materiality when defining your report boundary.*

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.

GHI adopts the attached Sustainability Report of GMA (Annex "A" hereof and accessible through <https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/>) insofar as it is relevant to the business/purpose of GHI.

The report supplements the Sustainability Report of GMA as regards matters specific to the operational and financial state of GHI. This report, together with GMA's Sustainability Report, outlines disclosures about the economic, environmental and social impacts, specific to the topics deemed material to GHI. Certain aspects of Materiality affecting the business of GMA Network, Inc. will substantially influence the assessments and decisions of GHI's stakeholders. GHI's material topics pertaining to significant economic, environmental and social factors are related to those of GMA Network, considering the business and purpose of GHI as discussed under Contextual Information above.

This report should be read in conjunction with GHI's 2019 Annual Report. Both the Annual Report and this Sustainability Report may be accessed at <https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/>.

SEC Reporting Template

ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure	Amount	Units
Direct economic value generated (revenue)	2,655,903	PhP
Direct Economic value distributed:		
a. Operating costs	948,333	PhP
b. Employee wages and benefits	The Company	PhP

	has no full time employees. The accounting and administrative functions of the Company are undertaken by GMA.	
c. Payments to suppliers, other operating costs	Operating costs all pertain to payments to suppliers 948,333	PhP
d. Dividends given to stockholders and interest payments to loan providers	2,210,000	PhP
e. Taxes given to government	272,418	PhP
f. Investments to community (e.g. donations, CSR)	GHI adopts and supports the CSR activities of GMA	PhP

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
GHI ended the year with a total comprehensive income amounting to P2.73 million, 92% higher than last year's total comprehensive income of P1.42 million, due to higher interest income and unrealized gain on debt instrument at Fair Value through Other Comprehensive Income (FVOCI). Net income after tax settled at P1.29 million, a decrease of P983 thousand from last year's net income after tax of P2.27 million. This year's revenues reached P2.66 million, a decline of 28% or P1.06 million from last year's level of P3.71 million mainly brought about by the decrease in exercise fees.	Common shareholders of GHI	GHI's primary objective is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximize shareholder value. The approach of the Management of GMA on material economic impact/risks has relevance to the business of GHI which owns the underlying shares of GMA in respect of the PDRs issued. One of GMA's strength is its sound financial management

However, interest income grew to P2.38 million in 2019 versus P2.00 million in 2018 due to higher interest income earned on cash placement.

The risks applicable to the primary business activity of GMA which is the operation of television stations and radio stations and the production of programming for broadcasting on those stations (including new media services) as well as the risks on revenues derived from advertising revenues related to television broadcasting will have an impact on GHI. GHI owns the Underlying Shares (GMA common shares) resulting from an exercise of the right to convert the PDRs into common shares pursuant to the PDR Receipt Instrument which may only done by the Philippine citizens or corporations, cooperatives or associations wholly owned and managed by Philippine citizens.

and discipline, maintaining above-industry profitability margins and financial growth. As a publicly listed company it takes pride in having utmost regard for its stakeholders and for striving to achieve healthy returns. This is manifested by GMA's commitment to contribute at least 50% of prior year's net income after tax to shareholders, as indicated in GMA's Initial Public Offering (IPO) prospectus in 2007. GMA has stayed true to this promise, annually delivering dividend payout above 90% of net income after tax on average. Moreover, over the course of 12 years, the average dividend yield based on IPO price is 5% per annum.

As core competence, GMA has proven its mettle in prudent cost and funds management keeping external borrowings at a minimum or otherwise sustaining operations through wholly generated cash flows. A solid balance sheet and robust bottom line year-on-year remain one of the fundamental financial commitments.

As a partner in nation-building GMA has contributed its fair share in the coffers of the government by responsibly accounting for taxes and other fees paid both local and national, including agencies of the government. Guided by its principles and values, GMA engages with only reputable and dependable organizations for customers as well as supplies, thus, promoting value enhancement and synergies.

Among the Company's primary endeavours is paying forward to the community through various corporate social responsibility programs and investments, which include, among others, promoting advocacies of the government for the general welfare and the information of the Filipino people.

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
---------------------------------	----------------------------------	---------------------

The economic risk factors pertaining to GMA are extensively set forth in pages 33 to 44 of the Prospectus <http://aphrodite.gmanetwork.com/pdfs/GMA-Final-Prospectus.pdf> and are incorporated herein by reference insofar as they relevant to the current operations and business/purpose of GHI. Among the relevant risks as set forth therein are as follows:

Risks Relating to the Philippines

Political or social instability could have a negative effect on the GMA's financial results and business. GMA's customer's advertising budgets are closely linked to economic growth. As the Philippine economy grows, its customer's advertising budgets generally expand, which increases the demand for advertising space throughout GMA's networks. Conversely in economic downturns, its customer's advertising budgets tend to decline or stagnate, and decrease the demand for advertising space. As a result, GMA's income and results of operations depend, to a large extent, on the performance of the Philippine economy. A sustained economic downturn could have a material adverse effect on GMA's business, financial condition and results of operations.

Risks Relating to the GMA Common Shares and the GHI PDRs

The prices of securities fluctuate, and an individual security may experience upward or downward movements, and may even lose its value. There is an inherent risk that losses may be incurred rather than profit made as a result of buying and selling securities. There may be a substantial difference between the buying price and the selling price of such securities.

Developments in other emerging market countries may

Common
shareholders
Investors/Inves
ting Public

The GMA and GHI's Boards of Directors and management are mindful of the risks and uncertainties inherent in the business. In the formulation of corporate strategy and business decision-making, potential risks are always taken into account. Necessary steps are taken to minimize, if not eliminate, such risks.

GMA News and Public Affairs has programs which promote political and social stability. For example, during the 2019 national and mid-term elections, **the GMA News and Public Affairs Special Coverage** had a 2-day special coverage which provided much needed information and updates, and served as a watchdog to uphold clean and honest elections. Other similar initiatives and programs of GMA News and Public Affairs are described in detail under pages 40-52 of GMA's Sustainability Report: <https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/>

Moreover, GMA's Audit and Risk Management Committee assists the GMA Board in the oversight of the company's risk management, ensures that it has the proper controls in place, identifies and evaluates significant risk exposures and contributes to the improvement of risk management and control systems.

Considering the potential impact of various risks to its ability to deliver quality content across multiple platforms, the GMA has established a Programming Committee that deliberates weekly on the programming issues and strategies of the Network. Regular monthly meetings of GMA's officers are also held to discuss plans, operational issues and strategies, implementation of projects and

adversely affect the Philippine economy and, therefore, the market price of the GMA Common Shares and the GHI PDRs.

In the past, the Philippine economy and the securities of Philippine companies have been, to varying degrees, influenced by economic and market conditions in other emerging market countries, especially other countries in Southeast Asia, as well as investors' responses to those conditions.

Although economic conditions are different in each country, investors' reactions to adverse developments in one country may affect the market price of securities of companies in other countries, including the Philippines. Adverse developments in other emerging market countries could lead to a reduction in the demand for, and market price of the PDRs.

GMA cannot predict what future effects these events may have on investors' perceptions of risk regarding investments in equity securities of companies in emerging markets or equity securities generally.

Rights of GHI PDR Holders are limited compared to rights of holders of the GMA Shares.

PDR Holders will have economic rights upon the occurrence of certain events in respect of the GMA Shares, including rights to cash distributions, additional PDRs and adjustments to the PDRs, as well as right to convert the PDRs to GMA Shares by qualified Philippine citizens or corporations, cooperatives or associations wholly owned and managed by Philippine citizens, but will not enjoy voting rights with respect to the GMA Shares. Accordingly, PDR Holders will not be able to influence GMA's management or corporate decisions in any way. In

recommendations for improvements.

GMA's financial results are dependent primarily on its ability to generate advertising revenue through rates charged to advertisers. The advertising rate a station is able to charge is affected by many factors, including the ratings of its programs and the general strength of the local and national economies. Generally, advertising declines during periods of economic recession or downturns in the economy. As a result, GMA's revenue is likely to be adversely affected during such periods.

addition, PDR Holders cannot bring derivative actions against GMA as holders of PDRs. Further, foreigners are restricted from owning shares in Philippine media companies, and thus foreign holders of PDRs are prohibited from converting their PDRs into GMA Shares.

Considering the business and purpose of GHI, , GHI adopts the discussion under GMA's Sustainability Report particularly on Economic Performance as posted in <https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/> in so far as it is applicable/relevant to the business/purpose of GHI.

Both radio and television broadcasting are highly competitive businesses. GMA stations compete for listeners/viewers and advertising revenues within their respective markets directly with other radio and /or television stations, as well as with other media such as cable television and/ or cable radio, newspapers, magazines, the internet, billboard advertising, among others. Audience ratings and market shares are subject to change, and any change in a particular market could have a material adverse effect on the revenue of GMA's stations located in that market.

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Specific to content product, GMA has established a business model that enables stakeholders to estimate possible financial outcomes of each venture, thereby optimizing resource allocation.	Investors	To broaden its business and sustain its growth, GMA keeps abreast with developments in the market and leverage on existing content to maximize economic benefits. Capital investments are undertaken with the aim of expanding its

reach and coverage at the best possible cost to its stakeholders. GMA regularly monitors project performance to ensure that it realizes net positive results without compromising value to its customers and viewers.

Climate-related risks and opportunities

Governance	Strategy	Risk Management	Metrics and Targets
<p>GHI adopts GMA’s Sustainability Report https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/ particularly on Impact of climate change as follows:</p> <p>GMA is not immune to the worsening climate change. All over the world, regulatory agencies are increasingly resorting to stricter regulations in an attempt to curb the effect of global warming. Abnormal natural phenomena and incidences of natural calamities pose risk of disrupting Network Operations and production schedules.</p> <p>Ultimately, the worst impact of these risks relate to the safety and security of its people. But deviations from scheduled operations also create pressure on the profitability of programs and shows.</p>	<p>GMA’s Corporate Planning Department has been designated by the Board of Directors to monitor the courses of action taken by the departments to manage the risks. The Head of GMA’s Corporate Planning Department performs the functions and responsibilities of a Chief Risk Officer on the matter of Enterprise Risk Management</p> <p>GMA’s Audit and Risk Management Committee assists the Board in the oversight of GMA’s risk management, ensures that it has the proper controls in place, identifies and evaluates significant risk</p>	<p>As mandated by the Network’s enterprise risk management policy, every aspect of GMA’s end-to-end operations undergoes periodic risk assessment so that appropriate mitigation plan may be put in place.</p>	<p>With guidance from management and after a careful cost-benefit analysis, teams decide on the most optimal measures to address the risks under their responsibility and accountability. The cost of such measures vary depending on the significance of the risk, likelihood of the risk happening, and the estimated impact on the risk occurring.</p>

exposures and contributes to the improvement of risk management and control systems.

Recommended Disclosures			
No recommended disclosure specific to GHI			
No recommended disclosure specific to GHI			
No recommended disclosure specific to GHI			

Procurement Practices

Proportion of spending on local suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	948,333	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach

The operating expenses of GHI include listing fees, PSE charges (annual maintenance fees), fees for the PDR Agent and the Pledge Trustee, auditors' fees, legal fees and administrative expenses in connection with, among other things, distribution and publication of notices to its common shareholders and PDR holders. It also includes the sending out of accounting forms like billing statements issued to the Stock Transfer Services, Inc. (STSI) during conversion.

GHI's operating expenses for the year 2019 totalled P948 thousand vis-a-vis P1.01 million in 2018 mainly due to the decrease in listing fees amounting to P393 thousand as compared with P455 thousand in 2018 due to lower market cap, lower local business tax of P36 thousand from last year's P38 thousand due to lower 2018 tax base, lower PDR conversion, and lower transportation expenses.

Suppliers

The procurement practices of GMA are being adopted by GHI insofar as they are relevant to the procurement processes of GHI. In particular, GMA prioritizes and supports its local supplies. Some of the benefits from patronizing local suppliers include shorter procurement lead time, lower logistics cost, readily available customer support, and stronger relationship with the local business community.

GMA's Supply and Asset Management Department (SAMD) has policies on "Accreditation of Suppliers, General Policy and Procedures for Purchasing," and Accreditation Acceptance Letter and Business Practices, wherein the conduct of business and fair dealings is discussed, as found in the following parts of its policies:

Policy on Accreditation of Suppliers:

- 1) Section V (General Guidelines), Item b - Requirements Accreditation;
- 2) Section V, Item C - Factors in Supplier Evaluation;
- 3) Section V, Item E - Grounds for Cancellation of Accreditation

General Policy and Procedures for Purchasing:

- 1.) Section V (General Guidelines) Item 3 - Bidding;
- 2.) Section V, item 4 - Award of Bids/Contracts;
- 3.) Section VII - Purchasing Ethics and Standards

What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The supply/service needs of GHI involve the sending out of notices to its stockholders and PDR holders, accounting forms like billing statements issued to the STSI during conversion. It also includes the engagement of GHI's external Auditor for the audit of GHI's AFS and the engagement of the external counsel for its corporate housekeeping and general legal needs. Hence, there are no significant risks relating to the procurement processes of GHI.	Suppliers/ GHI's financial performance	To prevent risks relating to procurement or determination of suppliers, GHI adopts GMA's policies on procurement and accreditation of suppliers, and ensures that all transactions are within arm's-length.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
This will be an opportunity for GHI to review the current suppliers in terms of relevance to the operations of the Company as they have been suppliers since the listing of the Company in the PSE.	Suppliers; Operations/Financials of GHI	The management will review existing contracts and see if there are terms which have been obsolete or irrelevant to the current operations of GHI.

Anti-corruption

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	GHI has no full time employees. The accounting and administrative functions of GHI are undertaken by GMA, a company under common control. All the employees of GMA have received and are fully informed of the anti-corruption policies and procedures of GMA. These policies are adopted by GHI.	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	In the Management of GHI, its Directors and Employees adopt the Anti-Corruption standards of GMA.	%

Percentage of directors and management that have received anti-corruption training	The Directors of GHI and its officers undergo annual training on good corporate governance.	%
Percentage of employees that have received anti-corruption training	The Company has no full time employees.	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>The impact on Anti-corruption polices of GMA are adopted by the Management of GHI as follows:</p> <p>Due to effective policies and mitigating controls and consistent integration of corporate values in GMA's day-to-day activities, no significant risks identified by stakeholders relate to corruption.</p>	Employees/the Organization	As part of GMA's enterprise-wide risk management, stakeholders periodically re-assess the organization's risk profile to identify vulnerabilities across all areas of its operations for potential issues such as corruption.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
As explained above, there are no risks of corruption in the operations of GHI.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

GMA has formalized business principles that prohibit employees to gain in any way (e.g., through gifts, favors, solicitations, monetary benefits) from third parties, including suppliers, clients, or competitors.	Public in general; integrity of the organization	GMA has a policy on "Solicitation/Acceptance of Gifts/Favors" and its News and Public Affairs' Manual includes a particular section on "Bribes and Gifts".
---	--	--

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	None	#
Number of incidents in which employees were dismissed or disciplined for corruption	None	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
GHI upholds integrity and transparency, and any impropriety or appearance of impropriety to discredit or undermine such strongly upheld values will be detrimental to the reputation and good standing of the company.	Corporate Integrity and Good	<p>Aside from the Labor Code, GMA policies against corruption are governed by: (1) Revised Policy on Employee Discipline (2) Revised Code of Conduct and (3) Collective Bargaining Agreement (CBA).</p> <p>GMA has a mechanism by which anyone can give feedback to top management at anytime via the "Letter to the Chairman", through drop boxes strategically situated within the Network premises.</p> <p>The performance appraisal form also has the "Remarks" portion that allows subordinates to give feedback/comments to superiors.</p>

		<p>Under the Revised Policy on Employee Discipline, there is a provision on Conciliation/Mediation, which will apply (a) in cases where the aggrieved party is a co-employee, and (b) when the penalty prescribed for the offense is less than dismissal.</p> <p>Outside the scope of the provisions of “Conciliation and Mediation”, official disputes are elevated first to the immediate superior, then to next level superior, then department/group head. If still not resolved, the issue may be referred to HRDD (sometimes, with Legal) to help mediate the issues.</p> <p>In case dispute is with rank-and-file (RF) employee and/or the Union, there is specific procedure for ‘grievance’ outlined in the CBA.</p> <p>If all else fails, conflict may be resolved either through voluntary or compulsory arbitration.</p> <p>The implementation and monitoring of the Code of Conduct (as well as the NPA Manual) is a “line” function. The management within the concerned departments oversees the compliance with the Code and the Manual. Any possible violation is investigated at the department level, then, endorsed to the Human Resources Development Department (HRDD), which conducts administrative investigations observing due process. If a rank and file (RF) employee is involved, the Union is required to take part in the proceedings. After the investigations, HRDD writes a report of its findings with recommendations, clears the report with legal, then submits to the President and COO (in some cases, submission is also to the Chairman and CEO) for final approval and recommendation).</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
There are no risks relevant to GHI on this matter.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

GHI can strengthen its Corporate Governance policies pertaining to integrity and transparency within its organization.	Organization/Company's reputation	GHI's Management reiterates the policies and programs of GMA on the prevention of corruption thereof within the organization.
--	-----------------------------------	---

ENVIRONMENT

Resource Management

Energy consumption within the organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	None	GJ
Energy consumption (gasoline)	None	GJ
Energy consumption (LPG)	None	GJ
Energy consumption (diesel)	None	GJ
Energy consumption (electricity)	None	kWh

Reduction of energy consumption

Disclosure	Quantity	Units
Energy consumption (renewable sources)	None	GJ
Energy consumption (gasoline)	None	GJ
Energy consumption (LPG)	None	GJ
Energy consumption (diesel)	None	GJ
Energy consumption (electricity)	None	kWh

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<ul style="list-style-type: none"> GHI's operations mainly administrative and finance are undertaken by GMA. GMA's operations all over the Philippines contribute to its carbon footprint, which it continuously aims to reduce efficiently and 	Health, Safety and well-being of the public in general	Optimal locations are strategically identified, and deployments are carefully planned to ensure that GMA maximizes the coverage of every single transmitter site. In the process, among its priorities is compliance with applicable laws and regulations, such as

<p>effectively. In addition to the GMA Network Center (GMA's headquarters located in Metro Manila), it has regional offices, and TV/radio studios in 15 other cities and provinces - Ilocos, Tuguegarao, Baguio, Dagupan, Lucena and Legazpi, Naga Palawan, Cebu, Iloilo, Bacolod, Kalibo, Davao, Cagayan De Oro, and General Santos.</p> <ul style="list-style-type: none"> • For wider broadcast coverage, GMA operates TV/radio transmitters throughout the archipelago, usually remote areas with vegetation. 		<p>Presidential Decree No. 1586 Establishing An Environmental Impact Statement System, Including Other Environmental Management Related Measures and For Other Purposes. GMA secures Environmental Compliance Certificates (ECC) from the Department of Environment and Natural Resources (DENR), as mandated by the government.</p>
<p>What are the Risk/s Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>GMA's main source of energy is electricity from power distribution companies, and electric distribution utilities or electric cooperatives situated in different cities and regions.</p> <p>GMA consumes diesel for most of its company vehicles and for the generator sets it uses as back-up power supply in case of power interruptions and outages in the GMA Network Center, regional offices, and transmitter sites. General sets are also the main power source to operate its remote facilities during electronic and news gathering, satellite news gathering, and outside broadcast vans for live news reporting and field production taping.</p>	<p>Health, Safety and well-being of the public in general</p>	<p>In compliance with the Philippine Clean Air Act of 1999 (Republic Act No. 8749), a comprehensive air quality management policy and program that aims to achieve and maintain healthy air for all Filipinos, GMA secures the necessary permits from the DENR to operate its generator sets. Quarterly, GMA submits self-monitoring reports on the fuel it consumes. All generator sets undergo strict preventive maintenance and annual emission tests and conducted by a third party accredited by the DENR.</p>
<p>What are the Opportunity/ies Identified?</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>As part of advancing its sustainability goals, the energy that is consumed within the GMA complex and in the regions is periodically monitored. GMA is constantly in the lookout for new technology to increase the efficiency of its energy utilization or to reduce its energy requirements.</p>	<p>Health, Safety and well-being of the public in general</p>	<p>Over the years, GMA has successfully implemented energy-saving measures and projects that resulted in an estimated electricity savings of up to 300,000 KWH per. Some of these initiatives including designating operating hours for the use of lighting and air-</p>

	conditioning units in the studios, the replacement of chillers from centrifugal type to screw type, phase-out of conventional fluorescent lighting to light-emitting diodes (LEDs), deployment of Variable Frequency Drives for the Air-Handling Units, and phase-out of conventional air-conditioning units to inverter-type, in Dagupan, GMA has started using solar-powered perimeter lights.
--	--

Water consumption within the organization

Disclosure	Quantity	Units
Water Withdrawal	None	Cubic meters
Water consumption	None	Cubic meters
Water recycled	None	Cubic meters

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>There are no applicable disclosures relating to the Water Consumption within the organization, as its operations do not require such consumption.</p> <p>However, information on the responsible water Consumption within GMA shall have some impact on GHI, as owner of GMA common shares.</p>	Health, Safety and well-being of the public in general	To reduce its water supply requirements, one of the major projects implemented by GMA is the sewage treatment plant (STP) at the GMA Complex. The treated wastewater from the plant is recycled for sanitation purposes within the headquarters. Through this system, GMA saves at least 4,800 cubic liters of potable water every year, and GMA continues to explore ways to expand the use and benefits of the facility.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach

Since GHI has no reportable consumption of water, no relevant risks have been identified.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Same as above.		

Materials used by the organization

Disclosure	Quantity	Units
Materials used by weight or volume	None	
*renewable	None	kg/liters
*non-renewable	None	kg/liters
Percentage of recycled input materials used to manufacture the organizations' primary products and services	None	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
No relevant materials are used by the organization since its administrative financials and operations are done electronically. Similarly, regulatory and compliance submissions are undertaken by its external counsel and external auditor.		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
There are no reportable risks associated with any use of renewable/non-renewable materials by GHI.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

Same as above		
---------------	--	--

Ecosystem and biodiversity (whether in upland/watershed or coastal/marine):

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None	
Habitats protected or restored	None	Ha
IUCN Red list species and national conservation list species with habitats in areas affected by operations	None	

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The business of GHI does not require the establishment of any operational site in protected areas and areas of high biodiversity value outside protected areas.		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not require the establishment of any operational site in protected areas and areas of high biodiversity value outside protected areas.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not require the establishment of any operational site in protected areas and areas of high biodiversity value outside protected areas.		

Environmental Impact Management

Air Emissions

GHG

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	None	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	None	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	None	Tonnes

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The business of GHI does not involve air emissions hence it has no relevant disclosure on that regard.		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not involve air emissions hence it has no relevant disclosure on that regard.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not involve air emissions hence it has no relevant disclosure on that regard.		

Air pollutants

Disclosure	Quantity	Units
Nox	None	kg
Sox	None	kg

Persistent organic pollutants (POPs)	None	kg
Volatile organic compounds (VOCs)	None	kg
Hazardous air pollutants (HAPs)	None	kg
Particulate matter (PM)	None	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
The business of GHI does not directly/indirectly cause air pollutants hence it has no relevant disclosure on that regard.		
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not directly/indirectly cause air pollutants hence it has no relevant disclosure on that regard.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not directly/indirectly cause air pollutants hence it has no relevant disclosure on that regard.		

Solid and Hazardous Wastes

Solid Waste

Disclosure	Quantity	Units
Total solid waste generated	None	kg
Reusable	None	kg
Recyclable	None	kg
Composted	None	kg
Incinerated	None	kg
Residuals/Landfilled	None	kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Although the business/activities of GHI does not produce waste reportable under this section, it finds the disclosures of GMA on its waste management to have significance/relevance to GHI which holds shares in GMA.	Public health and safety	GMA has instituted strict housekeeping rules and sanitary practices in its offices and transmitter sites, and encourage recycling by segregating wastes.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
Health and safety of both the employees and the public and to mitigate any harmful impact on the environment	Public health and safety	<p>GMA is committed to ensure that wastes gathered and collected in its stations are properly handled and disposed.</p> <p>One of GMA's approach is to designate Pollution Control Officers (PCO) in its transmitter sites. According to the guidelines under DENR's Department Administrative Order (DAO) 2014-02, the PCO is a technical person competent in pollution control and environmental management, performs the duties and responsibilities in a particular establishment, and is officially accredited by the Environmental Management Bureau (EMB) Regional Office to perform such responsibilities.</p> <p>To comply with the Philippine Clean Water Act (Republic Act No. 9275), which aims to protect the country's water bodies from pollution from land-based sources, GMA has a discharge permit from the Laguna Lake Development Authority (LLDA) for the operation of its STP. GMA periodically checks the wastewater</p>

		discharge of the system and conduct laboratory testing as a requirement for self-monitoring and compliance monitoring.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Opportunity for the improvement of the Sewage Treatment Plant (STP)	Public health and safety	With the issuance of DENR's DAO 2016-08 Water Quality Guidelines and General Effluent Standards of 2016, GMA submitted a Compliance Action Plan to the LLDR office for the improvement of its STP. The DAO 2016-08 provides guidelines for the classification of water bodies in the country, determination of time trends and the evaluation of stages of deterioration/enhancement in water quality, evaluation of the need for taking actions in preventing, controlling, or abating water pollution. To strictly comply with the standards set by this DAO, GMA has also contracted the services of a third party laboratory to test in-house waste water parameters.

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	None	Kg
Total weight of hazardous waste transported	None	Kg

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
Although the business/activities of GHI does not produce waste reportable under this section, it finds the disclosures of GMA on its waste management to have significance/relevance to GHI.	Public health and safety	As required by Republic Act No. 6969 (The Toxic Substance and Hazardous Wastes (Republic Act No. 6969), the hazardous wastes that GMA generates—such as tapes, used engine oils, busted fluorescent lamp (BFL), empty paint cans, contaminated rags, grease,

The Toxic Substance and Hazardous Wastes (Republic Act No. 6969) under the DENR covers the import, manufacture, processing, handling, storage, transportation, sale, distribution, use, and disposal of unregulated chemical substances and mixtures in the Philippines.		defective LED, and others—are treated, recycled, and appropriately disposed through a third party hazardous waste treatment group accredited by the DENR. In the regions, GMA also trades-in old car batteries for new ones at discounted prices.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
With proper practice and well-enforced policies no relevant risks have been identified relating to Toxic Substance and Hazardous Wastes.	Public health and safety	Management ensures that the employees/officers comply with the practices and standards established by GMA to avoid risks relating to toxic substance and hazardous wastes, as outlined in the discussion above.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The Ecological Solid Waste Management Act (Republic Act No. 9003) provides for a comprehensive ecological solid waste management program by creating the necessary institutional mechanisms and incentives, appropriating funds, declaring certain acts prohibited, and providing penalties.	Public health and safety	GMA applied for an Environmental Permit to Operate (Environmental Clearance) with the Quezon City Environmental Protection and Waste Management Department pursuant to City Ordinance No. 1729 Series of 2006.

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	None	Cubic meters
Percent of wastewater recycled	None	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
--	---	----------------------------

With the issuance of DENR's DAO 2016-08 Water Quality Guidelines and General Effluent Standards of 2016, GMA submitted a Compliance Action Plan to the LLDR office for the improvement of its STP. The DAO 2016-08 provides guidelines for the classification of water bodies in the country, determination of time trends and the evaluation of stages of deterioration/enhancement in water quality, evaluation of the need for taking actions in preventing, controlling, or abating water pollution.	Public health and safety	
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not directly/indirectly produce wastewater hence it has no relevant disclosure on that regard. However, the action of GMA to treat wastewater is relevant.	Public health and safety	To strictly comply with the standards set by this DAO, GMA has also contracted the services of a third party laboratory to test in-house waste water parameters.
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not directly/indirectly produce wastewater hence it has no relevant disclosure on that regard.		To reduce its water supply requirements, one of the major projects implemented by GMA is the sewage treatment plant (STP) at the GMA Complex. The treated wastewater from the plant is recycled for sanitation purposes within the headquarters. Through this system, GMA saves at least 4,800 cubic liters of potable water every year, and GMA continues to explore ways to expand the use and benefits of the facility.

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	None	Php

No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	None	#
No. of cases resolved through dispute resolution mechanism	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
As part of its business permit renewal, GHI annually pays an Environmental Impact Fee to the local government.	Public in general, Local government	GHI complies with the requirements to environmental compliance insofar as they are relevant to the purpose/function of GHI.
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
The business of GHI does not directly/indirectly have environmental risks hence it has no relevant disclosure on that regard.		
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
Same as above		

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee data

Disclosure	Quantity	Units
Total number of employee		
a. Number of female employees	No full time employees	#
b. Number of male employees	No full time	#

	employees	
Attrition rate	No full time employees	rate
Ratio of lowest paid employee against minimum wage	No full time employees	ratio

Employee benefits

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS		No full time employees	
PhilHealth			
Pag-ibig			
Parental leaves			
Vacation leaves			
Sick leaves			
Medical benefits (aside from PhilHealth)			
Housing assistance (aside from Pag-ibig)			
Retirement fund (aside from SSS)			
Further education support			
Company stock options			
Telecommuting			
Flexible-working Hours			
(Others)			

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
<p>GHI has no full time employees. GHI's key management personnel are employed by GMA. Hence the manner by which GMA provides benefits to its employees are relevant to GHI.</p> <p>Because GMA's workforce is key in sustaining and advancing the Network's viability, it is</p>	<p>GMA has teams throughout the Philippines, but the majority is stationed at its headquarters in Metro Manila. To meet its operational and business expansion needs, GMA is in continuous search for</p>

<p>likewise committed in providing competitive compensation and benefits beyond the statutory requirements. This enables its people to attain socio-economic advancement, and offers tangible proof of the value it place in its best asset.</p> <p>GMA's commitment to a sustainable future begins with building a successful, productive, and responsible workforce. Because its people are its best asset, it strives to create a working environment that promotes its vision for the Network to be the employer of choice in the industry. GMA provides opportunities to the most capable and highly qualified, who can deliver high quality performance. But more importantly, it embraces those with integrity and values aligned with the Network's, and with the right attitude and appreciation towards hard work.</p>	<p>resources and talents. When vacancies open, GMA first identifies qualified and deserving employees within the Network, and recommends their transfer or promotion. In meeting requirements that cannot be addressed internally, GMA establishes strategic partnerships with organizations that allow it to augment its reach, and tap a wider and more diverse pool of candidates.</p> <p>In accordance with the law, GMA recognizes the right of employees to voluntarily resign. Likewise, GMA may also decide to let go of an employee for just or authorized cause, and upon observance of due process.</p>
<p>What are the Risk/s Identified?</p>	<p>Management approach</p>
<p>With sincere care for its employees, GMA prioritizes the health and safety in the workplace. Beyond the requirements mandated by the government, is enterprise risk management policies and standard practices allow stakeholders to identify, assess, and effectively manage and mitigate significant risks that compromise the well-being of its people.</p>	<p>GMA's Human Resources Development Department (HRDD) oversees the provision of the following benefits to GMA employees:</p> <p>Basic</p> <ul style="list-style-type: none"> <input type="checkbox"/> Vacation leave <input type="checkbox"/> Sick leave <input type="checkbox"/> Maternity leave <input type="checkbox"/> Paternity leave <input type="checkbox"/> Solo parent leave <input type="checkbox"/> Accident leave <input type="checkbox"/> 13th month pay <input type="checkbox"/> SSS, PhilHealth, and Home Development Mutual Fund (HDMF) <p>Additional</p> <ul style="list-style-type: none"> <input type="checkbox"/> Fire and calamity leave <input type="checkbox"/> Fire and calamity assistance <input type="checkbox"/> Calamity pay <input type="checkbox"/> Hazard pay

	<ul style="list-style-type: none"> <input type="checkbox"/> Bereavement leave <input type="checkbox"/> Bereavement aid <input type="checkbox"/> Health maintenance organization (HMO) <input type="checkbox"/> Medicine allowance <input type="checkbox"/> Optical subsidy <input type="checkbox"/> Rice subsidy <input type="checkbox"/> Life insurance <input type="checkbox"/> Retirement pay <ul style="list-style-type: none"> o Compulsory o Optional o Permanent/total disability <input type="checkbox"/> Longevity premium pay <input type="checkbox"/> Matrimonial bonus <input type="checkbox"/> Car plan <p>GMA provides parental leaves (maternity, paternity, and solo parent leaves) beyond what government mandates to support its employees in looking after their children.</p>			
What are the Opportunity/ies Identified?	Management approach			
<p>Joining the Kapuso family entails access to competitive benefits that aim to attract and retain the best people. Just as GMA focuses on quality and excellence in its operations, it employs the same dedication in making sure that its people achieve their best potential in GMA – through training, meaningful working experience, coaching, mentoring, a culture that allows continuous learning to thrive, equal opportunities for career advancement, and conducting constructive performance evaluation periodically to monitor growth.</p>	<table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 60%;"> <p>GMA employees have healthcare and medical benefits that cover both occupational and non-occupational injuries or illnesses, i.e., in-patient and out-patient care. The following are voluntary health promotion services and programs offered by the</p> </td> <td style="vertical-align: top; width: 20%; text-align: center;"> <p>First-aid, health care medicines and equipment facilities</p> </td> <td style="vertical-align: top; width: 20%; text-align: center;"> <p>Health and wellness promotion programs</p> </td> </tr> </table>	<p>GMA employees have healthcare and medical benefits that cover both occupational and non-occupational injuries or illnesses, i.e., in-patient and out-patient care. The following are voluntary health promotion services and programs offered by the</p>	<p>First-aid, health care medicines and equipment facilities</p>	<p>Health and wellness promotion programs</p>
<p>GMA employees have healthcare and medical benefits that cover both occupational and non-occupational injuries or illnesses, i.e., in-patient and out-patient care. The following are voluntary health promotion services and programs offered by the</p>	<p>First-aid, health care medicines and equipment facilities</p>	<p>Health and wellness promotion programs</p>		

Network to workers to address major non-work-related health risks:

Medical and health assessments and programs

- | | | |
|--|--|---|
| <input type="checkbox"/> Annual physical/medical examination | <input type="checkbox"/> Medical clinic (equipped with wheelchair, oxygen tank and accessories, nebulizer, stretcher, examining bed) | <input type="checkbox"/> Mental Health related programs (critical incident stress debriefing and mental health awareness seminar) |
| <input type="checkbox"/> Executive check-up (once a year) | <input type="checkbox"/> Dental clinic (equipped with dental chair and all dental related accessories) | <input type="checkbox"/> Sports tournaments (basketball, volleyball, bowling, badminton, table tennis, chess and billiards) |
| <input type="checkbox"/> Random drug testing (quarterly) | <input type="checkbox"/> Lactation room (with refrigerator) | <input type="checkbox"/> Health and wellness fair (quarterly) |
| <input type="checkbox"/> Annual flu vaccination | <input type="checkbox"/> Emergency Go Bags in every floor (first aid kit, flashlight, | <input type="checkbox"/> Family day outing |
| <input type="checkbox"/> Wellness fora (hostile environment training, wellness and health symposiums) | | <input type="checkbox"/> Fitness programs |
| <input type="checkbox"/> Critical incident stress debriefing | | |
| <input type="checkbox"/> Mandatory quarantine to employees deployed to areas affected by contagious diseases | | |

	whistle and canned goods) <input type="checkbox"/> Sleeping quarters separate for males and females <input type="checkbox"/> With HMO- accredited hospitals and clinics	(Zumba, yoga and partnership with a gym provider)
--	---	---

Employee Training and Development

Disclosure	Quantity	Units
Total training hours provided to employees	No full time employees	
a. Female employees	No full time employees	Hours
b. Male employees	No full time employees	Hours
Average training hours provided to employees		
a. Female employees	No full time employees	hours/employee
b. Male employees	No full time employees	hours/employee

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
GHI has no full time employees. Its key management personnel are employed by GMA. Hence the manner by which GMA provides employee training and development programs to its employees are relevant to GHI.	GMA's employees are provided regular performance and career development review. Trainings opportunities are given to employees when there

<p>GMA has instituted a training and development program that is anchored in valuing its employees as its best asset. It is the policy of GMA to provide continuous learning opportunities to its people for their growth and empowerment, and with due consideration of their current skills, the requirements of their current jobs, and the requirements of the business. GMA has developed an in-house training curriculum, and in some circumstances, it partners with external organizations and professional institutions in the Philippines and abroad.</p>	<p>is/are:</p> <ul style="list-style-type: none"> • A need to enhance existing knowledge, skills and behavior to meet heightened standards of excellence, efficiency, and/or creativity dictated by the market or the industry • Gaps in knowledge and skills of critical functional areas that affect individual or work group effectiveness • A need to reinforce awareness and consistent implementation of correct practices and procedures to ensure safety of employees and the proper handling of equipment and use of technical facilities • Anticipated changes in technology which consequently require new knowledge, skills and behaviors in adapting the new/ change of technology • A need to prepare employees for higher responsibilities or when they are considered as "internal replacements" for key leadership roles <p>The Human Resources Development Department (HRDD) or the group/department under which employees belong may initiate trainings:</p> <ul style="list-style-type: none"> • HRDD initiated training and development programs -Programs that are applicable for employees across the organization. These programs include but are not limited to leadership/management development programs, staff development programs, attitudinal and values enrichment programs, and basic technical training programs.
<p>What are the Risk/s Identified?</p>	<p>Management approach</p>
<p>There are no risks relevant to GHI in this aspect.</p>	
<p>What are the Opportunity/ies Identified?</p>	<p>Management approach</p>

GMA's employees are provided regular performance and career development review. Trainings opportunities are given to employees when there is/are:

- A need to enhance existing knowledge, skills and behavior to meet heightened standards of excellence, efficiency, and/or creativity dictated by the market or the industry
- Gaps in knowledge and skills of critical functional areas that affect individual or work group effectiveness
- A need to reinforce awareness and consistent implementation of correct practices and procedures to ensure safety of employees and the proper handling of equipment and use of technical facilities
- Anticipated changes in technology which consequently require new knowledge, skills and behaviors in adapting the new/change of technology
- A need to prepare employees for higher responsibilities or when they are considered as "internal replacements" for key leadership roles

The GMA provides opportunities to interested, qualified, and deserving applicants regardless of gender, and without prejudice to those belonging to the vulnerable sector (e.g., the elderly, persons who are differently abled, solo parents, etc). It believes that by embracing diversity and equal opportunity in its workforce, it is supporting a progressive culture that is optimal and conducive to achieving the best results in its operations. Inclusiveness is key in advancing its goal to attract and retain the best people.

The Human Resources Development Department (HRDD) or the group/department under which employees belong may initiate trainings:

- HRDD initiated training and development programs - Programs that are applicable for employees across the organization. These programs include but are not limited to leadership/management development programs, staff development programs, attitudinal and values enrichment programs, and basic technical training programs.

Examples are:

- Basic management programs
- Staff development programs
- Work attitudes and values enhancement program
- Succession development programs
- Technical training courses (broadcast-specific trainings such as video editing, camera training, audio training, cinematography, etc.)
- TV production trainings (e.g., scriptwriting, news writing, etc.)
- Occupational safety and health programs
- Department-initiated training programs - These are specialized functional and skills trainings identified by the group/department to address developmental requirements (functional, technical, or creative) and to support operational efficiencies in meeting group/department objectives.

	<p>Moreover, GMA provides transition assistance programs for soon-to-retain employees through the Pre-Retirement Program. This program has modules on Preparing Self for Retirement and Financial Literacy. Additionally, it continues to assist retired employees through the GMA Employees' Multi-Purpose Cooperative (GEMPC). The GEMPC is a closed-type cooperative organization that is exclusive to employees of the GMA and its subsidiaries, including those who have retired.</p> <p>A transition assistance program is also provided to resigned employees to facilitate their continued employability. On a per request basis, GMA issues Certificate of Employment and/or Certificate of Training.</p>
--	--

Labor-Management Relations

No full time employees

Disclosure	Quantity	Units
% of employees covered with Collective Bargaining Agreements	None for GHI 42.17% of GMA's Employees	%
Number of consultations conducted with employees concerning employee-related policies	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
GHI has no full time employees and GMA's existing Collective Bargaining Agreement with its employees has no relevance/application to GHI.	
What are the Risk/s Identified?	Management approach

GHI has no full time employees and GMA's existing Collective Bargaining Agreement with its employees has no relevance/application to GHI.	
What are the Opportunity/ies Identified?	Management approach
GHI has no full time employees and GMA's existing Collective Bargaining Agreement with its employees has no relevance/application to GHI.	

Diversity and Equal Opportunity

T

Disclosure	Quantity	Units
% of female workers in the workforce	No full time employees	%
% of male workers in the workforce	No full time employees	%
Number of employees from indigenous communities and/or vulnerable sector*	No full time employees	#

**Vulnerable sector includes elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
<p>GHI has no full time employees. Its key management personnel are employed by GMA. Hence the diversity among GMA's employees are relevant to GHI.</p> <p>GMA believes that by embracing diversity and equal opportunity in its workforce, it is supporting a progressive culture that is optimal and conducive to achieving the best results in its operations. Its inclusiveness is key in advancing its goal to attract and retain the best people.</p>	<p>Below are the percentages of individuals within GMA's top executive:</p> <p>By gender: Female 50%; Male 50%</p> <p>By age group: Under 30 years 0% Over 30 to 50 years 75% Over 50 years 25%</p> <p>Rank and File</p> <p>By gender: Female 13%; Male 87%</p>

	<p>By age group: Under 30 years 14% Over 50 years 8% 30 to 50 years 78%</p> <p>Non-Managerial</p> <p>By gender: Female 54%; Male 46%</p> <p>By age group: Under 30 years 28% Over 50 years 4% 30 to 50 years 68%</p> <p>Managerial</p> <p>By gender: Female 52%; Male 48%</p> <p>By age group: Under 30 years 4% Over 50 years 82% 30 to 50 years 14%</p> <p>Officer</p> <p>By gender: Female 48%; Male 51%</p> <p>By age group: Under 30 years 0% Over 50 years 44% 30 to 50 years 56%</p>
<p>What are the Risk/s Identified?</p>	<p>Management approach</p>
<p>GHI has no full time employees and the diversity among GMA’s employees has no relevant risks to GHI.</p>	

What are the Opportunity/ies Identified?	Management approach
Because of GMA's policy of embracing diversity and equal opportunity, qualified employees are given the job opportunities regardless of their gender and age.	GMA provides opportunities to interested, qualified, and deserving applicants regardless of gender, and without prejudice to those belonging to the vulnerable sector (e.g., the elderly, persons who are differently abled, solo parents, etc.).

Workplace Conditions, Labor Standards, and Human Rights
Occupational Health and Safety

Disclosure	Quantity	Units
Safe Man-Hours	No full time employees	Man-Hours
No. of work-related injuries	No full time employees	#
No. of work-related fatalities	No full time employees	#
No. of work-related ill-health	No full time employees	#
No. of safety drills	No full ime employees	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
GHI has no full time employees. Its key management personnel are employed by GMA. Hence the workplace conditions, labor standards, and Human Rights and Occupational Health and Safety among GMA's employees are relevant to GHI.	GMA's Occupational Safety and Health (OSH) Program complies with <i>Republic Act No. 11058 An Act Strengthening Compliance with</i>

<p>GMA has formalized procedures and guidelines to ensure the health and safety of its employees and workers.</p>	<p><i>Occupational Safety and Health Standards and Providing Penalties for Violations Thereof</i>, and addresses significant employee safety and security risks identified as a result of GMA’s enterprise-wide risk management. The program covers employees and workers performing work inside the GMA Complex Building Network, the GMA Annex, GMA stations, warehouse and transmitter sites. It also safeguards those working outside GMA premises during tapings, and news/fieldwork coverage.</p>
<p>What are the Risk/s Identified?</p>	<p>Management approach</p>
<p>There are no applicable risks to GHI since it has no employees. However, GMA’s enterprise-wide risk management addresses relevant risks to its organization as discussed above.</p>	
<p>What are the Opportunity/ies Identified?</p>	<p>Management approach</p>
<p>The factors mentioned above reinforce the significance for employee training and development as well as establishment of guidelines and procedures to prevent risks.</p>	<p>GMA conducts trainings to orient its people on these guidelines and procedures. In addition, GMA provides lectures and demonstrations for basic first aid and basic life support (including cardiopulmonary resuscitation (CPR)). Risk and hazard assessment briefings are strictly carried out during tapings.</p> <ul style="list-style-type: none"> •GMA Network studios facilities guidelines •Implementing guidelines on studio facilities •Implementation of guidelines on studio security and safety •Guidelines on proper handling and safekeeping of EFPD Cameras and its accessories •Guidelines on the proper handling and safekeeping

	<p>camera fiberoptic cable</p> <ul style="list-style-type: none"> • Proper handling and preventive maintenance of fiberoptic camera cables • Guidelines on camera crane operation • Guidelines and policies on cable management • Implementing guidelines on electrical and architectural installation for reconfiguration of new and additional production sets • Guidelines on repairs/ restoration of broadcast equipment • Policy procedure for vehicle use • Standard operating procedures on news van deployment and safety driving • NVOD technical services monitoring guidelines • Pre-deployment procedures • Instructions for keeping vehicles neat and orderly • Guidelines and procedures for the maintenance, monitoring and fuel acquisition of company vehicles • Vehicle and road safety reminders • Safety and security measures implemented in Entertainment Group (EG)
--	---

Labor Laws and Human Rights

Disclosure	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	None	#

Do you have policies that explicitly disallows violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced Labor	Y	Despite not having full time employees, as a matter of good corporate governance, GHI adheres to and adopts all the relevant labor standards, laws, rules and regulations on human rights and employee welfare.

Child Labor	Y	Same as above
Human Rights	Y	Same as above

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
GHI has no full time employees	Despite not having employees, as a matter of good corporate governance, GHI adheres to and adopts all the relevant labor standards, laws, rules and regulations on human rights and employee welfare.
What are the Risk/s Identified?	Management approach
GHI has no full time employees	Same as above
What are the Opportunity/ies Identified?	Management approach
GHI has no full time employees	Same as above

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy: GHI does not have a supplier accreditation policy but adopts GMA's Supplier Accreditation Policy insofar as it is relevant to the business of GHI.

Do you consider the following sustainability topics when accrediting suppliers?

The operating expenses of GHI are limited listing fees, Philippine Stock Exchange charges, fees for the PDR Agent and the Pledge Trustee, auditors' fees, legal fees and administrative expenses in connection with, among other things, distribution and publication of notices to common shareholders and PDR holders. Hence the topics below have no relevance to it as an organization. Nonetheless, it adopts the Supplier Accreditation Policy of GMA insofar as they are relevant to the business/purpose of GHI.

Topic	Y/N	If Yes, cite reference in the company policy
Environmental performance	Y	Not applicable
Forced labor	Y	Not applicable
Child labor	Y	Not applicable
Human rights	Y	Not applicable
Bribery and corruption	Y	Not applicable

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p>The operating expenses of GHI are limited to listing fees, Philippine Stock Exchange charges, fees for the PDR Agent and the Pledge Trustee, auditors' fees, legal fees and administrative expenses in connection with, among other things, distribution and publication of notices to common shareholders and PDR holders. Hence the topics below have no relevance to it as an organization. Nonetheless, it adopts the Supplier Accreditation Policy of GMA insofar as they are relevant to the business/purpose of GHI.</p>	<p>Management approach</p> <p>GMA has a Supplier Accreditation Policy that is being adopted by GHI insofar as it is relevant to its business or purpose.</p>
<p>What are the Risk/s Identified?</p>	<p>Management approach</p>
<p>There are no risks associated with the current supplier accreditation practices of GHI. Other than for the services mentioned above, it has not engaged the services or procured goods from any supplier.</p>	
<p>What are the Opportunity/ies Identified?</p>	<p>Management approach</p>
<p>There are no risks associated with the current supplier accreditation practices of GHI. Other than for the services mentioned above, it has not engaged the services or procured goods from any supplier.</p>	

Relationship with Community

Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)
Since GHI's operations as a holding company does not involve activities that foster relationship with local communities, it adopts the attached Sustainability Report of GMA https://www.gmanetwork.com/corporate/disclosures/sustainabilityreports/ particularly on pages 38 to 39 which sets forth GMA's operations with significant (positive or negative) impacts on local communities.					

*Vulnerable sector includes elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available: GHI has no operations affecting IPs.

Certificates	Quantity	Units
FPIC process is still undergoing	none	#
CP secured	None	#

What are the Risk/s Identified?	Management approach
---------------------------------	---------------------

There are no risks relevant to GHI on the efforts of GMA pertaining to its relationship with the community.	
What are the Opportunity/ies Identified?	Management approach
There are no risks relevant to GHI on the efforts of GMA pertaining to its relationship with the community.	

Customer Management

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction		N

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
GHI's customers are the public investing in the PDRs listed in the PSE.	<p>GHI and GMA adhere to a high level of corporate disclosure and transparency regarding the companies' financial condition and state of corporate governance on a regular basis. Through the Investor Relations and Compliance Division (IRCD), shareholders are provided disclosures, announcements and periodic reports filed with the Securities and Exchange Commission (SEC) and the Philippine Stock Exchange. These are also available online through the GMA's Investor Relations website www.gmanetwork.com/corporate/ir.</p> <p>GMA, through the IRCD and Corporate Affairs and Communications Department, publishes press releases on its performance. Meetings with Fund Managers, Investment, Financial and Research Analysts are likewise handled by the IRCD.</p>

	Audited Financial Statements are submitted to the SEC on or before the prescribed period and are made available to the shareholders prior to the Annual Stockholders Meeting (ASM).
What are the Risk/s Identified?	Management approach
The Risks relating to PDRs on GMA and GHI's Prospectus at http://aphrodite.gmanetwork.com/pdfs/GMA-Final-Prospectus.pdf specifically under pages 42-44 thereof are incorporated herein, insofar as they are relevant to present operations of GHI.	As discussed under Economic Impact above, GHI supports and adopts the actions of GMA Management to prevent/avoid or mitigate such risks.
What are the Opportunity/ies Identified?	Management approach
This provides opportunity for Management to reiterate the value of transparency and full disclosure of the results of its operations and financials to its investors.	Please refer to Management's approach on the impact of customer satisfaction above, which puts primacy on the practices to maintain good relationship with investors by facilitating full and transparent operational and financial disclosures.

Health and Safety

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	None	#
No. of complaints addressed	None	#

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
This is not applicable to the business of GHI, there are no risks relating to health and safety in the manner that GHI's business is being conducted.	
What are the Risk/s Identified?	Management approach
This is not applicable to the business of GHI, there are no risks relating to health and safety in the manner that GHI's business is being conducted.	

What are the Opportunity/ies Identified?	Management approach
This is not applicable to the business of GHI, there are no risks relating to health and safety in the manner that GHI's business is being conducted.	

Marketing and labelling

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labelling*	None	#
No. of complaints addressed	None	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
Except for publicly disclosed registration statement/prospectus and auxiliary documents at the time of the listing of the PDRs in the exchange, as well as subsequent regulatory reportorial submissions, there are no publicly released documents or advertisements that involve marketing and labelling in relation to the business of GHI.	
What are the Risk/s Identified?	Management approach
Except for the publicly disclosed registration statement/prospectus and auxiliary documents at the time of the listing of the PDRs in the exchange, as well as subsequent regulatory reportorial submissions, there are no publicly released documents or advertisements that involve marketing and labelling in relation to the business of GHI.	
What are the Opportunity/ies Identified?	Management approach
Except for the publicly disclosed registration statement/prospectus and auxiliary documents at the time of the listing of the PDRs in the exchange, as well as subsequent regulatory reportorial submissions, there are no publicly released documents or advertisements that involve the marketing and labelling in relation to the business of GHI.	

Customer Privacy

Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	None	#
No. of complaints addressed	None	#
No. of customers, users and account holders whose information is used for secondary purposes	None	#

**Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.*

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
There is a customer privacy policies relating to the receipt of PDR holders' information by GHI or by the transfer agent	<p>GHI executes and adheres to non-disclosure/confidentiality agreements respecting trade secrets and confidential information of other parties transacting business with it.</p> <p>GHI adopts the Code of Conduct of GMA on disciplinary actions in case of unauthorized disclosure of trade secrets/confidential information by an employee.</p> <p>To ensure the integrity in the use of funds, assets and information, specific offenses have been identified in the Code of Conduct, in the following sections of said Code:</p> <ol style="list-style-type: none"> 1.) C. Inappropriate behaviour; 2.) D. Dishonesty and Conflict of Interest 3.) E. Misuse of Company Property ; and 4.) F. Endangering Health, Safety and Security;

	As regards 'confidential information', there is a specific "Policy on Handling Confidential Information"
What are the Risk/s Identified?	Management approach
There are no risks identified since there are processes in place to protect customer privacy.	
What are the Opportunity/ies Identified?	Management approach
Same as above	

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	None	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Management approach
There are data privacy aspects applicable to the handling of common shareholders information by GHI, as well as the handling of PDR holders' information by the transfer agent.	<p>GHI processes information in accordance with the Data Privacy Act of 2012 and its Implementing Rules and regulations, and adopts reasonable physical and technical security measures to safeguard the same.</p> <p>Moreover, GMA and GHI execute and adhere to non-disclosure/confidentiality agreements respecting trade secrets and confidential information of other parties transacting business with them.</p>
What are the Risk/s Identified?	Management approach
There are no risks identified since there are agreements in place to prevent data privacy risks.	GHI processes information in accordance with the Data Privacy Act of 2012 and its Implementing Rules and Regulations, and adopts reasonable physical and

	technical security measures to safeguard the same
What are the Opportunity/ies Identified?	Management approach
Same as above	

UN SUSTAINABLE DEVELOPMENT GOALS

Key products and services and its contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach Impact of Contribution
Please refer to pages 40 to 52 of GMA’s attached Sustainability Report: https://www.gmanetwork.com/corporate/disclosures/sustainability-reports/ which sets forth the products and services of GMA which contribute to the UN Sustainable Development Goals.			

**None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*