

HEALTH, SAFETY, WELFARE AND EMPLOYEE DEVELOPMENT POLICIES

Health, Safety and Welfare

The Company aims to create a motivational environment that fosters better cooperation and retention of talented and skilled employees for a long period of time. In order to achieve this, the Company instituted various policies and programs to promote employees' welfare, safety, and health.

Aside from providing statutory benefits, the Company also provides superior health benefits for the employees to enjoy. These Company benefits include: leave benefits (above statutorily provided), optical subsidy, health and life insurance, among others.

As part of promoting the welfare and safety of employees, the Company provides various activities and programs like: livelihood programs, pre-retirement planning program, sports tournaments, family day outing, annual safety drills, health fairs, and various employee engagement programs like Christmas party, birthday lunch with the Chairman, and general assemblies, which bring employees closer together.

Employee Development

The Company has various learning and development programs that are intended to reinforce management, leadership, functional, technical-creative, and behavioral competencies of employees across the organization. Most of these programs are institutionalized and customized to fit the needs of the company. Per record, 2,000 employees have benefited from the various learning and development programs offered by the Company.

The Company, likewise, allows employees to attend foreign training programs to provide them the opportunity to interact with foreign counterparts and acquire broadcast or broadcast-related knowledge and skills that will be transferred back at work.