

WHISTLEBLOWER MECHANISM

A whistleblower mechanism was started many years ago by which anyone can give feedback to top management at any time *via* the “Letter to the Chairman”, through drop boxes strategically situated within the Network premises. Through the “Letter to the Chairman” drop boxes, employees may drop their physical letters for questions, suggestions and comments, some identifying themselves and others anonymously. During the pandemic and thereafter, the Company transitioned to online version ASK FLG which became ASK CEO (Mr. Gilberto R. Duavit, Jr.) after Atty. Felipe L. Gozon’s retirement as CEO effective December 31, 2023. The Company’s Corporate Affairs and Communications Department receives all the questions through the questions through the portal, housed in the intranet- GMA Network’s internal website for employees, which are then sent to the CEO.

The performance appraisal form also has the ‘Remarks’ portion that allows subordinates to give feedback/comments to superiors.

Moreover, the Company has an existing Memo (042-2008) issued by the Chairman & CEO in July 2008, prescribing a “no retaliation” policy for employees who complain of violations of rules by co-employees or officers.