

STRENGTHENING **PATHS** TO **GROWTH**



2022 SUSTAINABILITY REPORT

STRENGTHENING PATHS TO GROWTH

headlines GMA Network's 2022 sustainability report, covering the year ended December 31, 2022, and was prepared using the Global Reporting Initiative (GRI) standards as guide.

This report outlines disclosures about our environmental, social, and governance impacts, specific to the topics deemed material to the Network.

In addition, the report describes how GMA Network supports the 17 United Nations Sustainable Development Goals (UN SDGs).

This report has been prepared in accordance with the GRI Standards: Core option. It should be read in conjunction with GMA Network's 2022 Annual Report. Both reports may be accessed on the GMA Network website (www.gmanetwork.com).

GMA Network welcomes feedback and questions regarding this report or its contents through our Chief Risk Officer (CRO) Regie C. Bautista (sustainability@gmanetwork.com).



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FROM THE CHAIRMAN & CEO



Scientists say that the global temperature in 2022 was already 1.06°C higher than the global temperature during the pre-industrial period. If the increase in temperature reaches 2°C, it is predicted that already erratic weather patterns will worsen and rising sea levels will effectively wipe out small countries from the map.

As an archipelago, our country is truly at risk and highly vulnerable to the impact of climate change. In fact, the World Risk Index 2022 ranked the Philippines as the most vulnerable among the 193 countries included in its study. These reports are sobering and serve as wake up calls to us, in our communities and as a nation, to not only contribute by reducing our carbon footprint, but to also ramp up our disaster preparedness and ensure sustainability across the country.

As a longtime advocate for the environment, GMA continually strives to promote sustainability in all aspects of our business while remaining steadfast in our commitment to delivering superior entertainment; the responsible, unbiased, and timely delivery of news and information; and genuine public service, especially during calamities and natural disasters. Our reporters brave calamity epicenters to bring on-site news to homes across the country while our GMA Kapuso Foundation provides early critical relief and assistance to those who need aid the most. Our *IM Ready Center* also serves as the weather news authority in the country. Adding to the many environmental specials that have been produced over the years, GMA Integrated News recently launched *Banta ng Nagbabagong Klima* in our newscasts.

Drawing from science and community voices, this series shows how climate change impacts vital infrastructure, the economy, and Filipino lives. We also continue to forge partnerships through our flagship environmental advocacy, *Kapuso ng Kalikasan*. These are only a few among the many efforts we do to serve the public and spur climate action.

As the first media and broadcasting company in the Philippines to sign with the United Nations (UN) Global Compact, your Kapuso Network further strengthened its paths to growth and sustainability by keeping a close eye on our energy consumption, by spending on increased reach across the country, by supporting the local economy through sustainable procurement, by ensuring risk management and compliance, and by investing in sustainable businesses and business units to provide the best returns to our shareholders.

Thank you for your continued trust and support, Kapuso!

A handwritten signature in black ink, appearing to read 'Felipe L. Gozon'.

FELIPE L. GOZON

Chairman and
Chief Executive Officer (CEO)

CORPORATE PURPOSE

We enrich the lives of Filipinos everywhere with superior Entertainment and the responsible, unbiased, and timely delivery of accurate News and Information.

CORPORATE VISION

We are the most respected, undisputed leader in the Philippine broadcast industry and the recognized media innovator and pacesetter in Asia.

We are the Filipinos' favorite network.

We are the advertisers' preferred partner.

We are the employer of choice in our industry.

We provide the best returns to our shareholders.

We are a key partner in promoting the best in the Filipino.

CORPORATE VALUES

We place God above all.

We believe that the Viewer is Boss.

We value our People as our best assets.

We uphold Integrity and Transparency.

We are driven by our Passion for Excellence.

We strive for Efficiency in everything we do.

We pursue Creativity and Innovation.

ABOUT GMA NETWORK

GMA Network was founded by Robert La Rue Stewart in 1950 as Loreto F. de Hemedes, Inc. (later renamed Republic Broadcasting System, Inc.) with flagship AM radio station DZBB. RBS ventured into television in 1961 and began broadcasting on Channel 7 in the Greater Manila Area.

In 1974, the triumvirate of Felipe L. Gozon, Menardo R. Jimenez, and Gilberto M. Duavit took over the management of RBS. In 1996, RBS was renamed GMA Network, Inc.

Also known as the Kapuso Network, GMA brings superior Entertainment and responsible, unbiased, and timely delivery of comprehensive and accurate News and Information to Filipinos anywhere in the world—through its TV, radio, online platforms and wide array of other media-related ventures: program syndication, film production, music publishing and distribution, set design, audio-visual production, and new media.

Based on Nielsen TV Audience Measurement data from January to December 2022, GMA Network's combined people net reach, including GTV and its other digital channels, was at 96 percent or 78 million viewers in Total Philippines. Headquartered in Quezon City, GMA operates a network of 97 TV stations and 21 radio stations throughout the country.

Officially listed on the Philippine Stock Exchange in 2007, GMA Network, Inc. is regarded as one of the most notable organizations that promote sustainability in the country, being the first media and broadcasting company in the Philippines to sign with the United Nations (UN) Global Compact.

GMA BRANDS



GMA-7, the **Kapuso Channel**, is the number 1 channel in the Philippines.



GTV, the number 2 channel in the country, shows quality news, entertainment, public affairs, and sports programming.



Heart of Asia* features Tagalized telenovelas and favorite drama shows.



Watch movies all day, every day, for free on **I Heart Movies***.



Hallypop* is the Asian pop culture channel featuring K-pop, lifestyle, and entertainment.



GMA Regional TV (RTV) is GMA's operational arm in key cities and provinces. RTV produces top-rating and award-winning local programs and TV specials, and mounts tailor-fit events and activities for a diverse regional audience and clientele.



Super Radyo DZBB 594 kHz is the flagship AM radio station of GMA Network. It is the top AM station in Mega Manila and is recognized as one of the most awarded stations.



Barangay LS 97.1 DWLS FM is the flagship FM radio station of GMA Network. It is the top FM station in Mega Manila.

* GMA Network's purely DTT free-to-air channels. GMA also aired DepEdTV on its DTT transmission to support the distance learning program of the Department of Education until June 30, 2022.

GMA BRANDS

GMA REACHES OUT TO MILLIONS OF FILIPINOS IN MORE THAN **100 COUNTRIES** ACROSS NORTH AMERICA, MIDDLE EAST & NORTH AFRICA, EUROPE, AND THE ASIA PACIFIC THROUGH ITS INTERNATIONAL VIDEO CONTENT OFFERING.

GMA linear channel services namely, **GMA Pinoy TV**, **GMA Life TV**, and **GMA News TV**, as well as GMA non-linear video service, **GMA On Demand**, are made available to viewers across the globe via cable, direct-to-home (DTH), internet protocol TV (IPTV), and over-the-top (OTT)/mobile distribution platforms.

GMANetwork.com is the official website and Entertainment portal of GMA Network.

GMA News Online is GMA's official news website that offers the latest breaking news and stories in the Philippines and around the world.



GMA Pictures is a film and TV production company established by GMA Network in 1995.



GMA Music is engaged in the publishing, licensing, production, and distribution of music.



GMA Affordabox is a device that allows analog TV to receive digital TV broadcast.



GMA Now is a mobile digital TV broadcast receiver that comes with exclusive features.



**100
COUNTRIES**



ENTERTAINMENT

ALTA PRODUCTIONS GROUP, INC. Pre and post production services	100%
CITYNET NETWORK MARKETING AND PRODUCTIONS, INC. Television entertainment production	100%
GMA NETWORK FILMS, INC. Film production	100%
GMA NEW MEDIA, INC. Converging technology	100%
GMA WORLDWIDE (PHILIPPINES), INC.* International marketing, handling foreign program acquisitions and international syndication of GMA Network's programs	100%
SCENARIOS, INC.** Design, construction and maintenance of sets for TV, stage plays, and concerts; transportation services	100%
GMA PRODUCTIONS, INC. Music, recording, publishing, and video distribution	100%
SCRIPT2010, INC.*** Design, construction and maintenance of sets for TV, stage plays and concerts; transportation services	100%
RGMA NETWORK, INC. Radio broadcasting and management	49%

HOLDING COMPANY

GMA VENTURES, INC. Identifying, investing in, and/or building strong and sustainable businesses	100%
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ADVERTISING

GMA MARKETING & PRODUCTIONS, INC.**** Exclusive marketing and sales arm of GMA Network's airtime, events management, sales implementation, traffic services and monitoring	100%
DIGIFY, INC.^ Crafting, planning, and handling advertising and other forms of promotion including multi-media production	100%

OTHERS

MEDIA MERGE CORPORATION^ Business development and operations for GMA Network's online publishing and advertising initiatives	100%
NINJA GRAPHICS, INC.^ Ceased commercial operations in 2004	51%

* Ceased commercial operations in 2020

** Under liquidation

*** Indirectly owned through Citynet

**** Ceased commercial operations in 2015

^ Indirectly owned through NMI; ceased commercial operations in 2020

^^ Indirectly owned through Alta; ceased commercial operations in 2004

 DIRECT PERCENTAGE OF OWNERSHIP

 INDIRECT PERCENTAGE OF OWNERSHIP

Realizing the urgency of protecting the ability of future generations to meet their needs, GMA Network promotes sustainable measures in managing the resources we use in our day-to-day operations.

SUSTAINABILITY INITIATIVES

Further, the network recognizes that the social, environmental, and economic concerns of our stakeholders, both internal and external, are at times in tension and we continuously seek ways to address them effectively, efficiently, and innovatively.

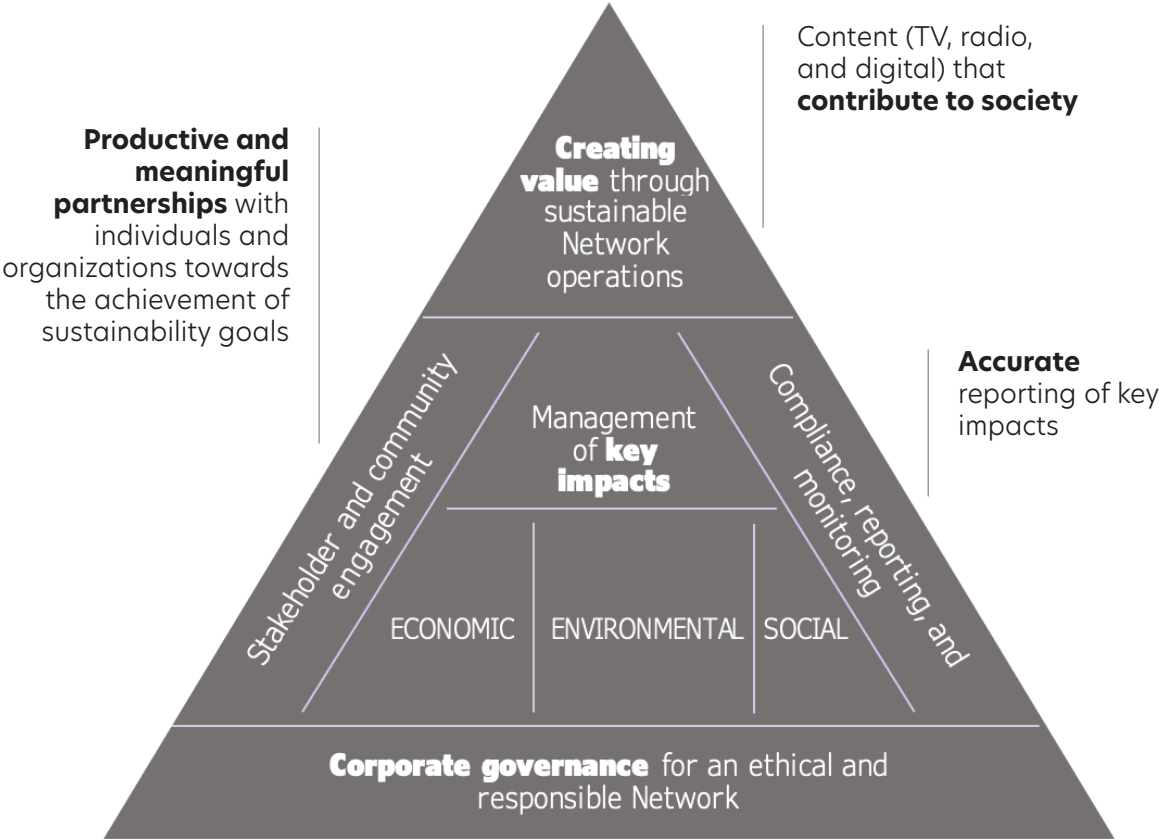
In the heart of our strategic approach is the management of our key economic, environmental, and social impacts. To achieve this, we establish productive and meaningful partnerships with individuals and organizations. GMA's socio-civic arm, the GMA Kapuso Foundation, allows us to extend the reach of our community service by fostering such partnerships with trusted institutions.

We ensure accurate reporting of key impacts not just for compliance purposes but for effective measurement and continuous improvement of our existing efforts.

Ultimately, we strive to create value through sustainable Network operations.

STRATEGY

OUR SUSTAINABILITY STRATEGY IS GROUNDED ON EFFECTIVE CORPORATE GOVERNANCE FOR AN ETHICAL AND RESPONSIBLE NETWORK.





FELIPE L. GOZON

CHAIRMAN
AND CHIEF EXECUTIVE OFFICER (CEO)



GILBERTO R. DUAVIT, JR.

PRESIDENT
AND CHIEF OPERATING OFFICER (COO)

ETHICS AND INTEGRITY

UNDER THE DIRECTION AND GUIDANCE OF GMA NETWORK'S BOARD OF DIRECTORS, WE UPHOLD FUNDAMENTAL BELIEFS, PHILOSOPHIES, AND PRINCIPLES UPON WHICH OUR BUSINESS AND OUR PEOPLE'S BEHAVIOR ARE BASED.

Our corporate values are deeply ingrained in our operations, guiding our people's decisions and actions from the simplest of tasks to major undertakings.

In addition, we have strictly implemented a Code of Conduct that promotes a positive attitude of commitment and cooperation among our people. It also provides specific guidelines for the whole organization in the conduct of business and compliance.



**JOSE MARCELO G.
JIMENEZ**

DIRECTOR



**ANNA TERESA M.
GOZON-VALDES**

DIRECTOR



**JUDITH R.
DUAVIT-VAZQUEZ**

DIRECTOR



**LAURA J.
WESTFALL**

DIRECTOR



**FELIPE S.
YALONG**

CHIEF FINANCIAL
OFFICER (CFO) AND
EXECUTIVE VICE
PRESIDENT



**ARTEMIO V.
PANGANIBAN**

INDEPENDENT
DIRECTOR



**JAIME C.
LAYA**

INDEPENDENT
DIRECTOR

GOVERNANCE

GMA NETWORK IS COMMITTED TO THE PRINCIPLES OF GOOD GOVERNANCE AND RECOGNIZES THEIR IMPORTANCE IN SAFEGUARDING SHAREHOLDERS' INTERESTS AND IN ENHANCING SHAREHOLDER VALUE.

Compliance with the principles of good governance starts with the Network's Board of Directors. The Board is responsible for oversight of the business, determination of the company's long-term strategy and objectives, and management of the company's risks by ensuring the company's internal controls and procedures are observed. The Board of Directors ensures a high standard of governance, and promotes and protects the interests of the Network, its stockholders, and other stakeholders.

The Board consists of 9 directors, 2 of whom are independent directors. All 9 members of the Board have the expertise, professional experience and background that allow a thorough discussion and deliberation of issues and matters affecting the Network.

BOARD COMMITTEES

FOUR COMMITTEES WERE ESTABLISHED TO AID IN COMPLYING WITH THE PRINCIPLES OF GOOD GOVERNANCE AND ADDRESS ISSUES REQUIRING THE BOARD'S ATTENTION.

EXECUTIVE COMMITTEE

The Executive Committee (Excom) consists of 3 members, which include the Chairman of the Board and CEO Felipe L. Gozon, President and COO Gilberto R. Duavit, Jr., and Director Joel Marcelo G. Jimenez. Gilberto R. Duavit, Jr. serves as Chairman of the Committee. The Excom acts on matters delegated to it by the Board of Directors, and by a majority vote in accordance with the authority granted by the Board. All actions of the Excom are reported to the Board for ratification at the meeting immediately following such action.

The jurisdiction of the Executive Committee has been expanded to include the functions and responsibilities of the Corporate Governance Committee, except those pertaining to the nomination and election of directors and the procedure for determining the remuneration of directors and officers, which remain vested in the Nomination Committee and the Compensation and Remuneration Committee, as well as the power to evaluate the performance of the Board of Directors as it pertains to the stockholders and the duly elected Board directors themselves.

NOMINATION COMMITTEE

The Nomination Committee is chaired by Felipe L. Gozon and composed of 4 members that include an independent director in the person of former Chief Justice Artemio V. Panganiban (Vice Chairman), with Gilberto R. Duavit, Jr. and Joel Marcelo G. Jimenez as members. The mission of the Nomination Committee is to provide the shareholders with an independent and objective evaluation and assurance that the membership of the Board of Directors is competent and will foster the long-term success of the Network and secure its competitiveness. The Nomination Committee assists the Board of Directors in ensuring that all nominees to the Board of Directors are competent and qualified to be nominated as Director based on internal guidelines. This is to ensure that there is a proper mix of competent directors that would continuously improve shareholder value; and that Directors ensure a high standard of best practices for the Network and its stakeholders.

COMPENSATION AND REMUNERATION COMMITTEE

The members of the Compensation and Remuneration Committee are Felipe L. Gozon (Chairman), Former Chief Justice Artemio V. Panganiban (Vice Chairman), with Gilberto R. Duavit, Jr. and Laura J. Westfall as members. The Committee recommends a formal and transparent framework of remuneration and evaluation for the members of the Board of Directors and key executives to enable them to run the Network successfully.

AUDIT AND RISK MANAGEMENT COMMITTEE

The Audit and Risk Management Committee is currently composed of the following members: Dr. Jaime C. Laya, (Chairman), former Chief Justice Artemio V. Panganiban (Vice Chairman), Ms. Judith R. Duavit-Vazquez, Atty. Anna Teresa Gozon-Valdes and Ms. Laura J. Westfall. The Audit and Risk Management Committee assists the Board in its fiduciary responsibilities by providing an independent and objective assurance to the Network's management and stakeholders in the continuous improvement of risk management systems, business operations, and proper safeguarding and use of the Network's resources and assets. The Audit and Risk Management Committee provides a general evaluation and gives assistance in the overall improvement of the risk management, control, and governance process of the Network as designed by management and provides assurance that these are properly functioning.

Chief Risk Officer Regie C. Bautista provides relevant information to the committee for decision-making on economic, environmental, and social topics.

STAKEHOLDER ENGAGEMENT

GMA NETWORK BELIEVES THAT BY EFFECTIVELY ENGAGING OUR STAKEHOLDERS, WE ARE ABLE TO GENUINELY UNDERSTAND THEIR NEEDS AND INTERESTS, AT DIFFERENT LEVELS AND ACROSS MULTIPLE AREAS.

In order to build long-lasting positive relationships, we seek to constantly strengthen our connections and find mutual ground based on trust, loyalty, and an earnest desire to grow and succeed together.

Stakeholders	Key Engagement Mechanisms	Primary Discussion Items
GMA'S WORKFORCE (MANAGEMENT, EMPLOYEES, TALENTS, SERVICE PROVIDERS)	<ul style="list-style-type: none">• Company policies and procedures• Employee handbook• Memoranda and other written correspondences• Monthly Kapuso Magazine• Virtual General Assembly• Chairman's State of the Network Address• Annual family day*• Performance feedback• Trainings• Teambuilding events*• Christmas and other holiday events*• Social media• Collective bargaining agreement• Birthday lunch with the CEO*	<ul style="list-style-type: none">• Performance assessment and career opportunities• Continuous improvement of value chain to increase efficiency and reduce negative impacts• Creating value for consumers
INVESTORS (EQUITY AND DEBT)	<ul style="list-style-type: none">• Annual stockholders' meeting• Small group meetings• Reports and disclosures• Written correspondences• Conferences• Website• Press releases	<ul style="list-style-type: none">• Operational and financial performance• Risks and opportunities
CLIENTS	<ul style="list-style-type: none">• Business meetings and events• Contracts• Written correspondences	<ul style="list-style-type: none">• Engagement economics• Risks and opportunities• Creating value for clients and audience
VIEWERS	<ul style="list-style-type: none">• Broadcast and live events• Hotline• Email• Website and social media	<ul style="list-style-type: none">• Viewership
PARTNERS & SUPPLIERS	<ul style="list-style-type: none">• Business meetings and events• Contracts• Written correspondences	<ul style="list-style-type: none">• Continuous improvement of value chain to increase efficiency and reduce negative impacts• Creating value for stakeholders

Stakeholders	Key Engagement Mechanisms	Primary Discussion Items
GOVERNMENT AGENCIES & REGULATORS	<ul style="list-style-type: none"> • Seminars and briefings • Meetings • Written correspondences • Website and social media 	<ul style="list-style-type: none"> • Ensuring compliance with laws and regulations
LOCAL & INTERNATIONAL COMMUNITIES	<ul style="list-style-type: none"> • Public service operations • Community events • Website and social media 	<ul style="list-style-type: none"> • Setting and meeting high standards for the community • Creating value for society

* These programs were put on hold in 2022 when most of GMA employees were under alternative working arrangements.

REPORTING PRACTICE

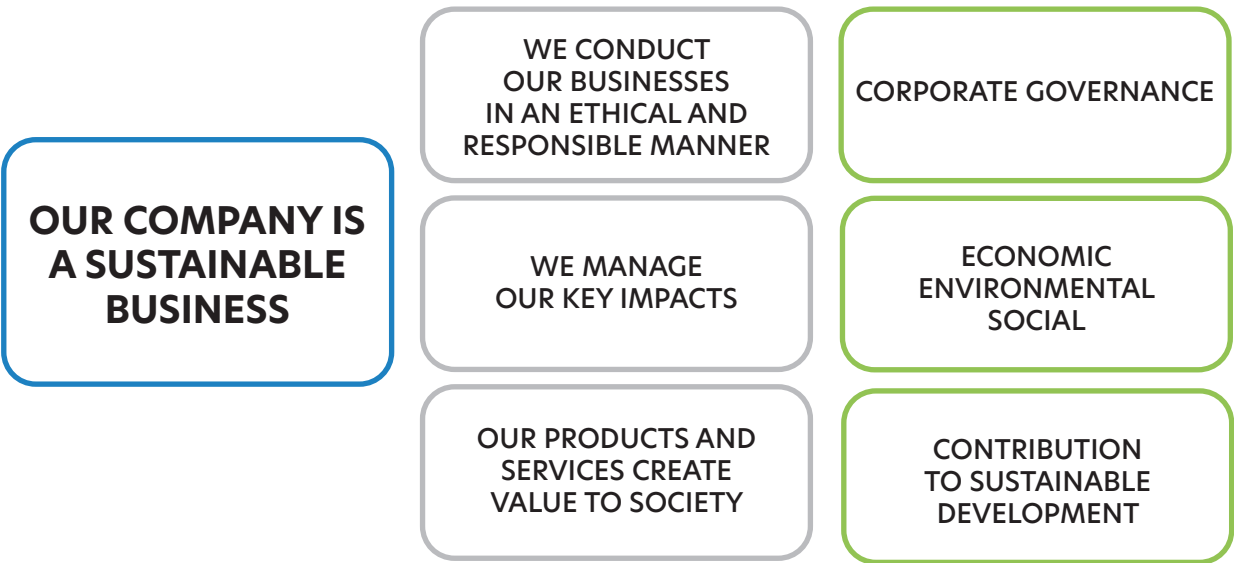
GMA NETWORK ADHERES TO A HIGH LEVEL OF CORPORATE DISCLOSURE AND TRANSPARENCY STANDARD REGARDING THE NETWORK’S FINANCIAL CONDITION AND STATE OF CORPORATE GOVERNANCE.

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 (PSE). These are also available online through the Investor Relations portion of the Network’s website www.gmanetwork.com/corporate/ir.

Through the IRCD and Corporate Affairs and Communications Department, we publish press releases on the performance of the Network. Audited financial statements are submitted to the SEC on or before the prescribed period, and are made available to shareholders.

We process information in accordance with the Data Privacy Act of 2012 and its implementing rules and regulations, and adopt reasonable physical and technical security measures to safeguard the same. Moreover, the Network executes and adheres to non-disclosure/ confidentiality agreements, respecting trade secrets and confidential information of parties and business partners we transact with.

GMA'S SUSTAINABILITY REPORTING IS GUIDED BY THE FRAMEWORK ILLUSTRATED HERE IN ORDER TO MAKE THE PROCESS RELEVANT AND VALUE ADDING:



AFTER MEANINGFUL DIALOGUES AMONG KEY STAKEHOLDERS, GMA'S DETERMINED MATERIAL TOPICS FOR REPORTING ARE THE FOLLOWING:



- Employment
- Occupational health and safety
- Training and education
- Diversity and equal opportunity
- Local communities



- Energy consumption within the organization
- Water consumption
- Waste by type and disposal method
- Environmental compliance



- Direct economic value generated and distributed
- Financial implications and other risks and opportunities due to climate change
- Procurement practices
- Operations assessed for risks related to corruption

SOCIETY IMPACT

OUR COMMITMENT TO
A SUSTAINABLE FUTURE
BEGINS WITH BUILDING
A STRONG, PRODUCTIVE,
AND RESPONSIBLE
WORKFORCE.

Because our people are our best assets, we strive to create a working environment that promotes our vision for the Network to be the employer of choice in the industry. Aligned with our corporate value of striving for excellence in everything we do, we provide opportunities to the most capable and highly qualified who can deliver top notch performance. Equally important is that we embrace those with integrity and values aligned with the Network's and possess the right attitude and appreciation towards hard work.

Joining the Kapuso family entails access to competitive benefits that aim to attract and retain the best people. Just as we focus on quality and excellence in our operations, we employ the same dedication in making sure that our 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 periodic constructive performance evaluations to monitor and guide growth.

With sincere care for our employees, we prioritize the health and safety in the workplace. Beyond the requirements mandated by the government, our enterprise risk management policies and standard practices allow stakeholders to identify, assess, and effectively manage and mitigate significant risks that may compromise the well-being of our people.



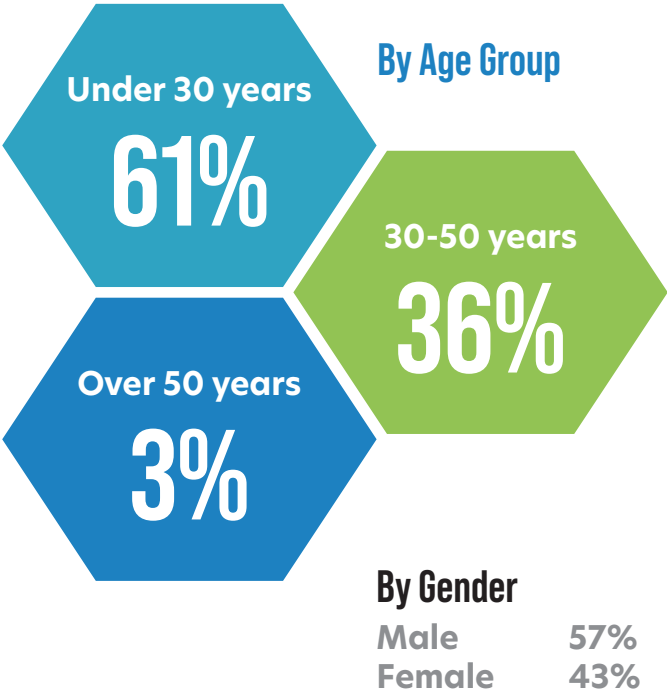
EMPLOYMENT

We have teams throughout the Philippines, with the majority stationed at our headquarters in Metro Manila.

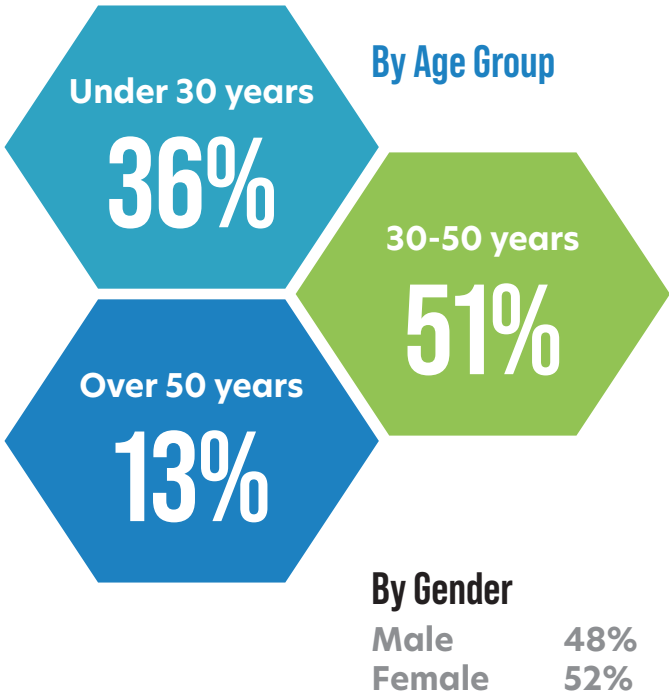
To meet our operational and business expansion needs, we are in continuous search for resources and talents. When vacancies open, we first identify qualified and deserving employees within the Network, and recommend their transfer or promotion. In meeting requirements that cannot be addressed internally, we establish strategic partnerships with organizations that allow us to augment our reach, and tap a wider and more diverse pool of candidates.

In accordance with the law, GMA Network recognizes the right of employees to voluntarily resign. Likewise, we may also choose to let go of an employee for just or authorized cause, and upon observance of due process.

NEW HIRES:



TURNOVER:



OUR HUMAN RESOURCES DEVELOPMENT DEPARTMENT (HRDD) OVERSEES THE PROVISION OF THE FOLLOWING BENEFITS TO OUR EMPLOYEES:

BASIC

- Vacation leave
- Sick leave
- Maternity leave
- Paternity leave
- Solo parent leave
- 13th month pay
- SSS, PhilHealth, and Home Development Mutual Fund (HDMF)

ADDITIONAL

- Accident leave
- Fire and calamity leave
- Fire and calamity assistance
- Calamity pay
- Hazard pay
- Bereavement leave
- Bereavement aid
- Health maintenance organization (HMO)
- Medicine allowance
- Optical subsidy
- Rice subsidy
- Life insurance
- Retirement pay (Compulsory, Optional, Permanent/Total disability)
- Longevity premium pay
- Matrimonial bonus
- Car plan

COVID-RELATED

- Required isolation/quarantine days (per IATF ruling) charged to Company time if exposure is due to work
- Paid RT-PCR test if exposure is due to work or can be charged to medicine allowance benefit (on a case-to-case basis)
- Clinic services
- Installation of an additional satellite clinic
- Free COVID-19 vaccines and vaccine administration to employees/talents and qualified dependents for both primary series and booster dose (concluded in 2022)
- Medicine allowance inclusive of essential vitamins



GMA PROVIDES PARENTAL LEAVES (MATERNITY, PATERNITY, AND SOLO PARENT LEAVES) BEYOND WHAT THE GOVERNMENT MANDATES, TO SUPPORT OUR EMPLOYEES IN LOOKING AFTER THEIR CHILDREN.

	FEMALE	MALE
Total number of employees that took parental leave	52	59
Total number of employees that returned to work in the reporting period after parental leave ended	52	59
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	52	57
Return to work rates of employees that took parental leave	100%	100%
Retention rates of employees that took parental leave	100%	97%



SAFETY FIRST

OUR OCCUPATIONAL SAFETY AND HEALTH (OSH) PROGRAM COMPLIES WITH REPUBLIC ACT NO. 11058 AN ACT STRENGTHENING COMPLIANCE WITH OCCUPATIONAL SAFETY AND HEALTH STANDARDS AND PROVIDING PENALTIES FOR VIOLATIONS THEREOF, AND ADDRESSES SIGNIFICANT EMPLOYEE SAFETY AND SECURITY RISKS IDENTIFIED AS A RESULT OF OUR ENTERPRISE-WIDE RISK MANAGEMENT.

The program covers employees and workers performing work inside the GMA Network complex, the GMA Annex, GMA stations, warehouse, and transmitter sites. It also safeguards those working outside GMA premises during production and news coverage/fieldwork. We have formalized procedures and guidelines to ensure the health and safety of our employees and workers:

Trainings are conducted to orient our people on these guidelines and procedures. In addition, we provide 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 production.

- 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 of camera fiber optic cable
- Proper handling and preventive maintenance of fiber optic 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) programs



EMPLOYEE HEALTH

GMA NETWORK EMPLOYEES HAVE HEALTHCARE AND MEDICAL BENEFITS THAT COVER BOTH OCCUPATIONAL AND NON-OCCUPATIONAL INJURIES OR ILLNESSES THROUGH IN-PATIENT AND OUT-PATIENT CARE.

BELOW ARE SOME OF THE VOLUNTARY HEALTH PROMOTION SERVICES AND PROGRAMS, WHICH WERE CONTINUOUSLY OFFERED BY THE NETWORK AMIDST THE PANDEMIC.

MEDICAL AND HEALTH ASSESSMENTS AND PROGRAMS

- Annual physical/medical examination (APE)*
- Executive check-up (once a year)
- Annual flu vaccination
- Wellness fora (hostile environment training, wellness and health symposiums)
- Critical incident stress debriefing
- Mandatory quarantine to employees deployed to areas affected by contagious diseases

FIRST-AID, HEALTH CARE MEDICINES AND EQUIPMENT FACILITIES

- Medical clinic (equipped with wheelchair, oxygen tank and accessories, nebulizer, stretcher, examining bed)
- Dental clinic (equipped with dental chair and all dental related accessories)**
- Lactation room (with refrigerator)
- Emergency Go bags in every floor (first aid kit, flashlight, whistle and canned goods)
- Sleeping quarters, separate for males and females
- With HMO-accredited hospitals and clinics

HEALTH AND WELLNESS PROMOTION PROGRAMS

- Mental health-related programs (critical incident stress debriefing and mental health awareness seminar)
- Sports tournaments (basketball, volleyball, bowling, badminton, table tennis, chess and billiards)
- Health and wellness fair (quarterly)
- Family day outing**
- Fitness programs (Zumba, yoga and partnership with a gym provider)

* For the APE, we did not conduct an on-site activity due to health safety. However, there were some employees who voluntarily had their APE and ECU (Executive Check-Up) at Medicard-accredited clinics and hospitals.

** Temporarily suspended during the pandemic.

In order to mitigate significant negative occupational health and safety impacts directly linked to the Network’s operations, and the related hazards and risks, GMA continuously and consistently implements our safety and health programs. Moreover, risk assessment is periodically conducted in compliance with the Network’s risk management policy.

TRAINING & EDUCATION

WE HAVE INSTITUTED A TRAINING AND DEVELOPMENT PROGRAM THAT IS ANCHORED IN VALUING OUR EMPLOYEES AS OUR BEST ASSETS.

It is the policy of GMA Network to provide continuous learning opportunities to our 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. We develop in-house training curricula, and in some circumstances, partner with external organizations and professional institutions in the Philippines and abroad.

Adapting to the “new normal” in 2020, we shifted in delivering training programs remotely and digitally by offering courses through live streaming and on-demand webinars.

Our employees are provided regular performance and career development reviews. Training 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

Average Hours of Training	
Female	12.52
Male	10.26

	Average Hours of Training
Rank and file	10.42
Non-managerial	9.8
Managerial	13.3
Officers	14.4

- 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. Examples are:
 - Learning Session on High-Definition Standards
 - Cinematography, video editing, camera training, audio training, cinematography, etc.
 - IT and business enterprise system-related courses
 - TV production trainings (e.g., news production, news writing, etc.)

Apart from the year-round learning and development programs, a new online system application for Succession Planning Program was developed by HRDD with the help of the ICT Department and added to its One Digital HR website. This ODHR App aims to enroll online potential candidates from within for the key/critical position that will be left vacant due to compulsory retirement.

Moreover, GMA Network provides transition assistance programs for soon-to-retire employees through the Pre-Retirement Program. This program has modules on Preparing Self for Retirement and Financial Literacy. Additionally, we continue 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 GMA Network and its subsidiaries, including those who have retired.

A transition assistance program is also provided to resigned employees to facilitate their continued employability. On a per request basis, we issue Certificate of Employment and/ or Certificate of Training.

DIVERSITY & EQUAL OPPORTUNITY

THE NETWORK 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).

We believe that by embracing diversity and equal opportunity in our workforce, we are supporting a progressive culture that is optimal and conducive to achieving the best results in our operations. Our inclusiveness is key in advancing our goal to attract and retain the best people

PERCENTAGE OF INDIVIDUALS WITHIN GMA'S TOP EXECUTIVES:

By Gender	Percentage
Male	62%
Female	38%

By Age Group	Percentage
Under 30 years	0%
30-50 years	19%
Over 50 years	81%

PERCENTAGE OF INDIVIDUALS PER EMPLOYEE CATEGORY:

	Rank and file	Non-Manual	Managerial	Officers
By Gender	Percentage			
Male	86%	49%	48%	55%
Female	14%	51%	52%	45%
By Age Group	Percentage			
Under 30 years	17%	25%	2%	0%
30-50 years	67%	68%	78%	47%
Over 50 years	16%	7%	20%	53%

"No matter where we are from, and what language we speak, we are one."



MONDAY - FRIDAY | 5PM on GMA³ REGIONALTV channels

Mornings
with REGIONALTV

MONDAY - FRIDAY | 8AM
on REGIONALTV North Central Luzon Channels

Early Edition
with REGIONALTV

MONDAY - FRIDAY | 8AM
on REGIONALTV Western Visayas Channels

Live!
with REGIONALTV

MONDAY - FRIDAY | 8AM
on REGIONALTV Central and Eastern Visayas Channels

At Home
with REGIONALTV

MONDAY - FRIDAY | 8AM
on REGIONALTV Mindanao Channels

REGIONAL TV
NEWS

MONDAY - SATURDAY
10AM on G⁴TV

Synergy



TUE - WED | FRI - SUN
12NN - 5:30PM

on G⁴TV

@GMARegionalTV
www.gma-regionaltv.com

@GMA3Synergy
@NCAAPhilippines

LOCAL COMMUNITIES

GMA REGIONAL TV (RTV) REMAINS TRUE TO ITS "LOCAL NEWS MATTERS" CAMPAIGN.

With stations strategically located across the country, and with the addition of new stations—GMA Zamboanga in Western Mindanao, GMA Batangas in Southern Luzon and, recently, GMA Ilocos Norte in Northern Luzon—GMA Regional TV (RTV) consistently provides viewers access to local news in various regions across the Philippines.

Our utmost commitment to producing local news programs and specials that are primarily geared

to stories, voices, and viewership in the regions has earned the trust of Filipino viewers all over the country.

In 2022, the combined net reach of GMA RTV News and morning shows is at 39% of TV households nationwide with an estimated 28 million TV viewers. Among the regions, Total Visayas logged the highest net reach. (Source: Nielsen Philippines TAM (Arianna) Official Data)

NATIONAL NEWS PROGRAM

- Regional TV News - A news program airing on national TV, solely dedicated to regional news (airing on GTV Mondays to Saturdays at 10:00AM to 10:30AM)
- GMA Regional TV Early Edition (Iloilo/Bacolod: airing in Western Visayas)
- Mornings with GMA Regional TV (Dagupan/Ilocos Sur/Ilocos Norte: airing in North Central Luzon)

FLAGSHIP WEEKDAY MORNING NEWS PROGRAMS ON REGIONAL CHANNELS

- GMA Regional TV Live! (Cebu: airing in Central and Eastern Visayas)
- At Home with GMA Regional TV (Davao/General Santos/CDO/Zamboanga: airing in Northern, Eastern, South Central, Western, and Southern Mindanao)

FLAGSHIP UNIFIED NEWS PROGRAMS ON REGIONAL CHANNELS

- Balitang Bisdak (Cebu: airing in Central and Eastern Visayas)
- One Mindanao (Davao/General Santos/CDO/Zamboanga: airing in Northern, Eastern, South Central, Western, and Southern Mindanao)

- One Western Visayas (Iloilo/Bacolod: airing in Western Visayas)
- One North Central Luzon (formerly Balitang Amianan in Dagupan/Ilocos Sur/Ilocos Norte: airing in North Central Luzon)
- Balitang Bicolandia (Naga: airing in Southern Luzon/Bicol Region)
- Balitang Southern Luzon (Batangas: airing in South Luzon)

BALITANG BARANGAY SEGMENT

RTV's local news programs have public service segments customized for each region. The segments feature a wide array of relevant issues within the community, such as:

- Displaced tribes and minority groups including, but not limited to, land dispute issues.
- Insensitivities to discrimination, and lack of awareness on their cultural beliefs and traditions.
- Compelling, long-standing complaints culled from phone calls and emails of concerned citizens asking intervention to get immediate action from local government units (LGUs) and government offices for issues such as garbage problems in the community, leak in water pipes, potholes on community roads and unfinished government-funded road projects and other infrastructure.
- Highlighting the best practices of a barangay that is worth emulating by other barangays.

KAPUSO FIESTAS AND EVENTS

As the LGUs and malls slowly recover from the pandemic and open their offices and establishments for events, meetings, conferences, and exhibitions; Regional TV and Synergy seized the opportunity to reconnect with the Kapuso viewers all over the nation thru festival participations, mall shows and other on-ground events.

In 2022 alone, RTV and Synergy participated and mounted 5 Kapuso Fiestas, 24 Kapuso Artist Participations, 6 Kapuso Fans Days, 18 Kapuso Mall Shows, 2 Kapuso Float Parade Participations, and 2 Kapuso Barangayans, totaling to 57 events.

RTV PARTNERSHIPS

With the easing of COVID-19 restrictions, our regional team pursued partnerships with various organizations to provide our viewers access to more information and resources, especially with face-to-face interactions restored and travel restrictions relaxed.

We partnered with local universities and colleges, as well as with NCAA schools, for the award-winning GMA Master Class Series, with the main objective of giving students valuable information they can use in voting wisely during the 2022 national elections. A total of 15 GMA Master Classes were conducted in 2022 so that students and the academe can learn from esteemed GMA resource speakers who are the best in the field of Mass Media and Communications.

OTHER FEATURE SEGMENTS

In addition to public service segments, RTV's local programs also feature other stories that put the spotlight on the rich culture and various interesting discoveries and treasures of the Philippine regions:

- GMA Regional TV Presents - A platform for Filipinos in the regions, including minority and tribal groups, through mini-documentaries on personalities and issues
- Kwento ng Pilipino - Stories of triumph about ordinary Filipinos told from their own perspective and stories highlighting the uniqueness and diversity of Filipino minority and tribal groups
- #SpreadKindness - Acts of kindness done by and for ordinary Filipinos
- Trip Natin/ Suroy Ta!/ Manlaag Ta/ Lagaw Ta - Travel features on local scenic spots, whether established or newly discovered and the off-beat tracks, within the local news programs' AOR
- My Mindanao/ Bisdak Laagan Society/ My Western Visayas - Crowd-sourced videos showing the travel adventures of regional contributors
- Mangan Tila/ Kumbira/ Lami Syah/ Namiit! - Features on unique and popular dishes and delicacies
- Pista sa Amianan/ Fiesta Mindanao/ Pistang Bisdak/ Fies-Ta! - Features on local festivals and fiestas of towns, municipalities, and even unique barangay celebrations
- May Trabaho Ka, Kapuso!/ May Trabaho Ka/ Extra/ May Trabaho Ka - Job listings from DOLE Public Employment Service Offices (Provincial PESO); with emphasis that job opportunities are available in the regions
- Kapuso sa Kalikasan (all areas) - Regional stories and issues on the environment and its protection, as well as initiatives of local communities for sustainable development
- COVID-19 Cases Update - A regular short reader segment with graphics, which gives the latest statistics on active COVID cases, recoveries and deaths in the different regions covered by the regional stations' areas of responsibility.

ENVIRONMENT IMPACT



OUR OPERATIONS ALL OVER THE PHILIPPINES CONTRIBUTE TO OUR CARBON FOOTPRINT, WHICH WE CONTINUOUSLY AIM TO REDUCE EFFICIENTLY AND EFFECTIVELY.

In addition to the GMA Network Center (our headquarters located in Metro Manila), we have regional offices, and TV/radio studios in 11 other cities and provinces—Ilocos, Dagupan, Batangas, Bicol, Iloilo, Bacolod, Cebu, Cagayan De Oro (Northern Mindanao), Davao (Southern Mindanao), General Santos, and Zamboanga.

For wider broadcast coverage, we operate 97 TV and 21 radio transmitters throughout the archipelago, usually in remote areas with vegetation. Optimal locations are strategically identified, and deployments are carefully planned to ensure that we maximize the coverage of every single transmitter site. In the process, among our priorities is compliance with applicable laws

and regulations, such as the Presidential Decree No. 1586 Establishing An Environmental Impact Statement System, Including Other Environmental Management Related Measures And For Other Purposes. We secure Environmental Compliance Certificates (ECC) from the Department of Environment and Natural Resources (DENR), as mandated by the government.

Through our Kapuso ng Kalikasan (KNK) program, we partner with various environmental organizations with advocacies that are aligned with our commitment to protect Mother Earth. Within GMA premises, we adopt green practices that promote environmental conservation in every way we can.



ENERGY CONSUMPTION

**AS PART OF ADVANCING
OUR SUSTAINABILITY GOALS,
THE ENERGY WE CONSUME
WITHIN THE GMA COMPLEX
AND IN THE REGIONS IS
PERIODICALLY MONITORED.**

We are constantly in the lookout for new technology to increase the efficiency of our energy utilization or to reduce our energy requirements.

Over the years, we have successfully implemented energy-saving measures and projects that resulted in an estimated electricity savings of up to 300,000 KWH per month. Some of these initiatives include designating operating hours for the use of lighting and air-conditioning units in the studios, the replacement of chillers from centrifugal type to screw type and magnetic type, phase-out of conventional fluorescent lighting to light-emitting diodes (LEDs), deployment of Variable Frequency Drives for the Air-Handling Units, and phasing out of conventional air-conditioning units to inverter-type. We have completed our first solar plant with

a 10KW peak production at the GMA Fleet Center and started to use solar-powered perimeter lights in our Dagupan Station and Tagaytay property.

Our main source of energy is electricity from power distribution companies, and electric distribution utilities or electric cooperatives situated in different cities and regions.

We consume diesel for most of our company vehicles and for the generator sets we use as back-up power supply in case of power interruptions and outages in the GMA Network Center, regional offices, and transmitter sites. Generator sets are also the main power source to operate our remote facilities during electronic and news gathering, satellite news gathering,

and outside broadcast vans for live news reporting and field production taping. The installation and commissioning of new transmitters results in consumption of electricity as well.

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, we secure the necessary permits from the DENR to operate our generator sets. Quarterly, we submit self-monitoring reports on the fuel we consume. All generator sets undergo strict preventive maintenance and annual emission tests conducted by a third party accredited by the DENR.

	2022 (in GJ)
Total fuel consumption within the organization from non-renewable sources	58,889
Total fuel consumption within the organization from renewable sources	2
Total electricity sold	98,851
Total electricity consumption	0
Total energy consumption within the organization	157,742

WATER CONSERVATION

TO REDUCE OUR WATER SUPPLY REQUIREMENTS, THE SEWAGE TREATMENT PLANT (STP) AT THE GMA COMPLEX WAS USED TO TREAT DOMESTIC WASTEWATER.

The treated wastewater from the plant is recycled for sanitation purposes within the headquarters. Through this system, we save at least 2,250.20 cubic meters or 2,250,200 liters of potable water every year, and we continue to explore ways to expand the use and benefits of the facility.

Our supply comes from water service providers in locations where we operate, except in Cebu where we have our own water pump that meets the needs of the entire station.

	2022 (in MEGALITER)
Total water consumption from all areas	61.78
Total water consumption from all areas with water stress	0

RESPONSIBLE DISPOSAL OF WASTES

FOR THE HEALTH SAFETY OF OUR PEOPLE AND TO MITIGATE ANY HARMFUL IMPACT ON THE ENVIRONMENT, WE ARE COMMITTED TO ENSURE THAT WASTES GATHERED AND COLLECTED IN OUR STATIONS ARE PROPERLY HANDLED AND DISPOSED.

We have instituted strict housekeeping rules and sanitary practices in our offices and transmitter sites, and encourage recycling by segregating wastes.

One of our approach is the appointment of Pollution Control Officers (PCO) in our main headquarters and transmitter sites, as required by the DENR. 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.

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, we have a discharge permit from the Laguna Lake Development Authority (LLDA) for the operation of our STP. We periodically check the wastewater discharge of the system and conduct laboratory testing as a requirement for self-monitoring and compliance monitoring.

With the issuance of DENR's DAO 2016-08 Water Quality Guidelines and General Effluent Standards of 2016, we submitted a Compliance Action Plan to the LLDA office for the improvement of our 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, we have also contracted the services of a third party laboratory to test in-house waste water parameters.

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. As required by this law, the hazardous wastes that we generate—such as tapes, used engine oils, busted fluorescent lamp (BFL), empty paint cans, contaminated rags, grease, defective LED, and others—are treated, recycled, and appropriately disposed through a third party hazardous waste treatment group accredited by the DENR.

The Ecological Solid Waste Management Act (Republic Act No. 9003) provides for a comprehensiveecologicalsolidwastemanagement program by creating the necessary institutional mechanisms and incentives, appropriating funds, declaring certain acts prohibited, and providing penalties. GMA applied for an Environmental Permit to Operate (Environmental Clearance) to the Quezon City Environmental Protection and Waste Management Department pursuant to City Ordinance No. 1729 Series of 2006.

IN 2022, THE TOTAL WASTE WE GENERATED BASED ON OUR MONITORING IS AS FOLLOWS

	2022 (in MEGALITER)
a. Total weight of hazardous waste	15,989
b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods:	
i. Reuse	1,360
ii. Recycling	19,710
iii. Composting	700
iv. Landfill	3,121

ECONOMY IMPACT



TO BROADEN OUR BUSINESS AND SUSTAIN OUR GROWTH, WE KEEP ABREAST WITH DEVELOPMENTS IN THE MARKET AND LEVERAGE ON EXISTING CONTENT TO GENERATE PREFERRED ECONOMIC OUTCOME.

Capital investments are undertaken with the aim of expanding our reach and coverage at the best possible cost to our stakeholders. We regularly monitor project performance to ensure that we realize net positive results without compromising value to our customers and viewers. Specific to content production, we have established a business model that enables the stakeholders to estimate possible financial outcome of each venture, thereby optimizing resource allocation.

One of GMA Network's key strengths is our sound financial management and discipline, maintaining above-industry profitability margins and financial growth. As a publicly listed company, we pride ourselves as having utmost regard for our stakeholders and for striving to achieve healthy returns for our investors.

This is manifested in our commitment to distribute at least 50% of prior year's net income after tax to shareholders, as indicated in our initial public offering (IPO) prospectus in 2007. We have since stayed true to this promise, annually delivering dividend payout above 90% of net income after tax on average. Moreover, over the course of 15 years, the average dividend yield based on IPO price is 8% per annum. Based on closing prices at year end, annual dividend yield for the last five years averaged at 11% even better than money market placements and other blue-chip investments.

As a core competence, the Network has proven its mettle in prudent cost and funds management

keeping external borrowings at the minimum, while sustaining operations through internally-generated cash flows without sacrificing infrastructure expansion across the nation and other business diversification. A solid balance sheet and robust bottom line year-on-year remains one of our fundamental financial commitments.

Because our workforce is key in sustaining and advancing the Network's viability, we are likewise committed in providing competitive compensation and benefits beyond statutory requirements. This enables our people to attain socio-economic advancement, and offers tangible proof of the value we place on our best assets.

As a partner in nation-building, we have contributed our fair share in the coffers of the government by responsibly accounting for taxes and other fees paid, both on local and national levels. Guided by our principles and values, we engage with only reputable and dependable organizations for our customers as well as suppliers, thus, promoting value enhancement and synergies.

Among our primary endeavors is paying forward to the community through various corporate social responsibility programs and investments, which include, among others, helping promote advocacies of the government for the general welfare and information of the Filipino people.

Direct Economic Value Generated and Distributed	2022 (in PHP)
Direct economic value generated (revenue)	21,736,490,887
Direct economic value distributed:	
Operating costs	9,972,339,240
Employees' wages and benefits	4,010,852,711
Dividends given to stockholders and interest payments to loan providers	7,078,935,483
Taxes given to government	2,384,514,210
Investments to community (e.g. donations, CSR)	47,289,330
Economic value retained	(1,757,440,087)

DIRECT ECONOMIC VALUE GENERATED & DISTRIBUTED

GMA'S DIRECT ECONOMIC VALUE GENERATED (EVG) FOR THE FULL YEAR 2022 REACHED P21.7 BILLION, DOWN P869 MILLION OR 4% FROM A YEAR AGO.

GMA's Direct Economic Value Generated (EVG) for the full year 2022 reached P21.7 billion, down P869 million or 4% from a year ago. While the nation and the rest of the world have been slowly recovering and adapting to the new normal alongside the lingering presence of the Coronavirus disease, the year 2022 was beset with new challenges as Russia, one of the most powerful nations in the world, invaded Ukraine towards the end of February the repercussions of which were felt across the globe. This conflict caused ripple effects particularly in disrupting the global supply chain and aggravating the rise in cost of commodities. Fuel prices saw unprecedented increases, with the prices of gasoline and diesel skyrocketing to P80.0+ per liter during the year. Rising inflation was yet another issue that confronted the economic landscape alongside the devaluation of the Philippine peso against the US dollar with the exchange rate nearly hitting the PhP60 to USD1 conversion in September. Towards the end of the year, some tapering in fuel prices and forex were manifested, but still at relatively high levels than before.

The confluence of these took a toll on various industries and heavily impacted the advertising spending of the Company's major clients resulting in considerable cutbacks in their budgets. The effect was not as heavily felt in the Company's total top line due to the presence of political advocacies and advertisements aligned with this year's national and local elections. Furthermore, the Company maintained its undisputed leadership in the industry throughout the year, thus, containing the drop in direct EVG to only 4%.

In other developments, the Company has unceasingly endeavored to further widen its reach and a continuous rollout of Digital Terrestrial Television (DTT) across the country has been in place since a year ago. In 2022, 14 new DTT sites have been completed with others are still in the pipeline for the coming years.

Meanwhile, Economic Value Distributed in 2022 amounted to P23.5 billion, higher by P2.3 billion or 11% from a year ago. The increase in spending was buoyed by the Network's resumption of producing more fresh programs during the year, in contrast to airing mostly replays during some parts of 2021. Production cost, which comprised a major part of direct economic value distributed, recorded a considerable growth this year of 25%.

Employees' wages and benefits measured at P4.0 billion, ahead by 4% versus a year ago, while total taxes paid to the government summed up to P2.4 billion, declining by 10% from the prior year. The decline in taxes paid was due to subsequent decline in the Group's bottom-line results for the year. From the EVG this year, economic value distributed attributable to providers of capital amounted to P7.1 billion mainly in relation to cash dividends to shareholders. On the other hand, investments in the community via donations, CSR, public service programs and other sponsorships amounted to P47.3 million, primarily aimed in supporting valuable awareness campaigns and call to action that leave an indelible mark on the citizenry. Economic Value Retained after twelve-months in 2022 stood at negative P1.8 billion.

IMPACT OF CLIMATE CHANGE

GMA NETWORK 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.

Ultimately, the worst impact of these risks relates to the safety and security of our people. But deviations from scheduled operations also create pressure on the profitability of programs and shows.

As mandated by the Network's enterprise-wide risk management policy, every aspect of GMA's end-to-end operations undergoes periodic risk assessment so that appropriate mitigation plans may be put in place. 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 of the risk occurring.



PROCUREMENT PRACTICES

SEVENTY-SIX PERCENT (76%) OF GMA NETWORK'S ACCREDITED SUPPLIERS ARE PHILIPPINE-BASED (LOCAL), WITH HEADQUARTERS LOCATED ACROSS THE ARCHIPELAGO.

In 2022, the majority of our budget (67%) was spent on local suppliers. Purchases from our local suppliers are mostly for production tapings, supplies requirements, repairs and maintenance, asset upgrade, professional services, turnkey projects, and construction projects for digital terrestrial TV (DTT).

Foreign purchases (33% of budget), driven primarily by GMA Network's transition to digital terrestrial TV (DTT) broadcasting and Full Height Anamorphic (FHA), were in accordance with Presidential Decree 1362 allowing radio

broadcasting and television stations to import radio or television equipment, spare parts and allied technical and program materials to be used exclusively in their broadcast operations subject to certain conditions.

As a standard practice, we prioritize and support our local suppliers. 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.



ANTI-CORRUPTION

AS PART OF GMA NETWORK'S ENTERPRISE-WIDE RISK MANAGEMENT, STAKEHOLDERS PERIODICALLY RE-ASSESS THE ORGANIZATION'S RISK PROFILE TO IDENTIFY VULNERABILITIES ACROSS ALL AREAS OF OUR OPERATIONS FOR POTENTIAL ISSUES SUCH AS CORRUPTION.

We have 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.

Due to effective policies and mitigating controls, and consistent integration of our corporate values in our day-to-day activities, no significant risks identified by stakeholders relate to corruption.

GMA NETWORK SUPPORTS THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





Global Compact Network Philippines

In 2015, 193 United Nations member states gathered and agreed to promote 17 shared goals—known as UN Sustainable Development Goals (SDGs)—aimed at ending poverty, protecting the planet, and ensuring prosperity for all. The responsibility for the achievement of these goals lies with the governments, corporations, municipalities, educational institutions, and individual citizens of these member states. But because of its extensive impact and effective ways, the business sector takes on a significant portion of this responsibility to advancing the goals.

GMA Network is among those dedicated to promoting the achievement of the SDGs. As tangible evidence of our pledge, we are the first media and entertainment company in the Philippines to sign with the UN Global Compact, a voluntary initiative based on commitments to implement universal sustainability principles and to take steps to support UN goals.



**NEWS AND PUBLIC AFFAIRS PROGRAMS
THAT PROVIDE IN-DEPTH REPORTS ON TOPICS
SIGNIFICANT TO THE PUBLIC**



**SERIOUS DOCUMENTARY PROGRAMS AND MAGAZINE
SHOWS THAT DISCUSS RELEVANT SOCIAL ISSUES AND
CURRENT AFFAIRS**





RADIO’S NEWS AND COMMENTARY CONTENT OF NATIONAL AND LOCAL PUBLIC IMPORTANCE





AMAZING EARTH

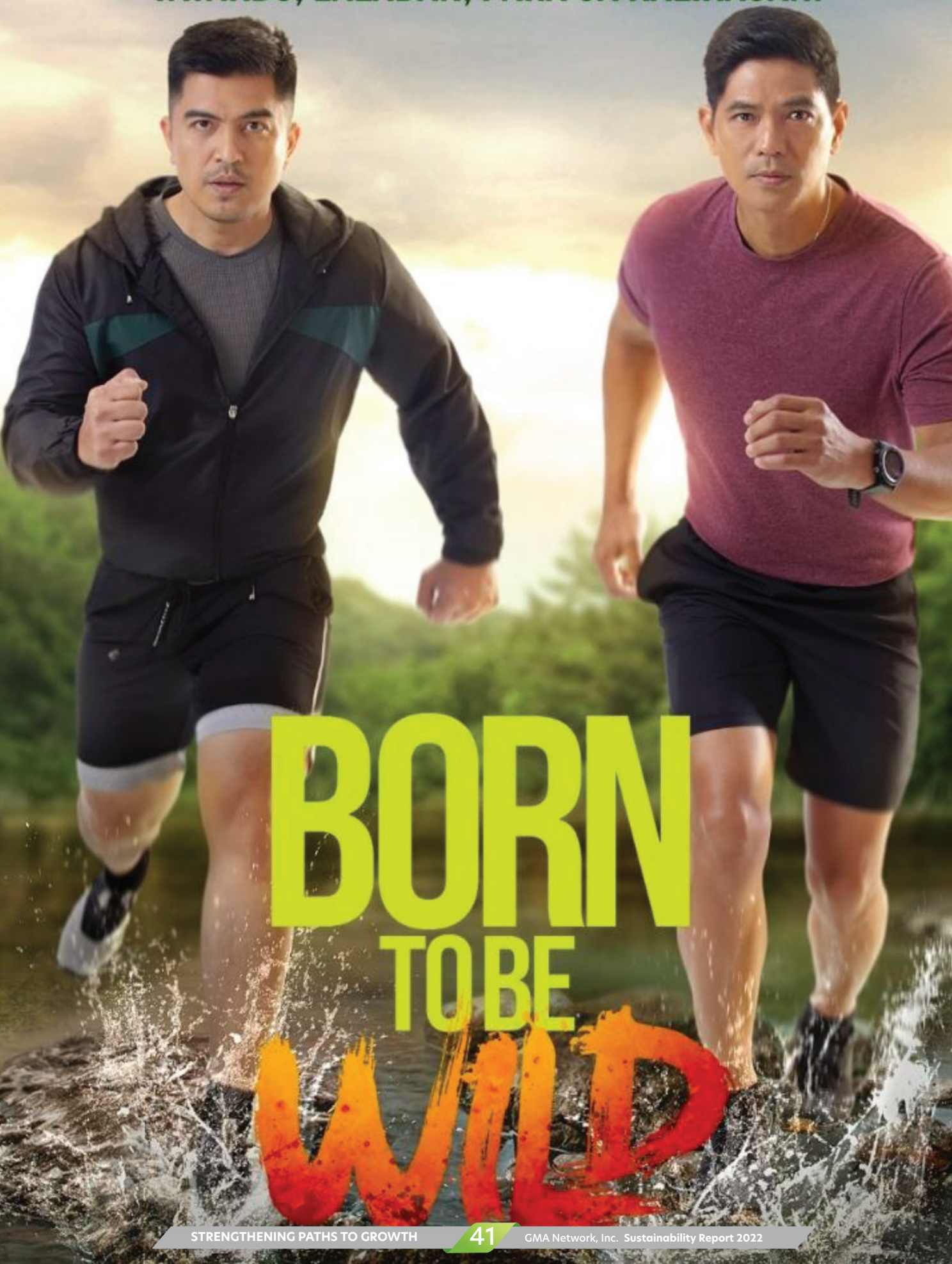
GMA's infotainment program that showcases the unseen beauty of planet Earth. It presents extraordinary and exceptional wildlife from all over the world and brings the audience to different places in the Philippines from its natural formations and all types of terrains, to its fascinating flora and fauna.

BORN TO BE WILD

GMA Network's groundbreaking environmental and wildlife show hosted by GMA's resident veterinarians Doc Ferds Recio and Doc Nielsen Donato.



TATAKBO, LALABAN, PARA SA KALIKASAN!



**BORN
TO BE**

WILD

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

1 NO POVERTY

- 5,100+ provided with employment opportunities and source of income.
- Under GMA Kapuso Foundation's Kapuso Tulay Para Sa Kaunlaran project, a 70-meter concrete and steel hanging bridge was constructed in Sogod, Leyte to connect the remote community to trade and learning centers.

2 ZERO HUNGER

- 32,041 sacks of rice given to GMA employees.
- GMA Kapuso Foundation provided immediate disaster relief goods and assistance during natural and man-made calamities nationwide through Operation Bayanihan.

3 GOOD HEALTH & WELL-BEING

- Health-care programs given to employees:
 - Provided personal protective equipment to workers (i.e., disinfectants, face masks, face shields)
 - Installation of satellite clinic
 - Clinic facility that serves/ caters to the health need of employees 24/7, Monday to Sunday
 - Annual Physical Examination (APE)
 - Clinic offered teleconsultation with GMA's doctors for employees who are seeking medical consultation
 - Clinic facility that caters to the health need of employees (from 9:00AM-5:00PM), Monday to Friday during the pandemic
 - Conducted COVID-related webinar for employees
 - Conducted Mental Health webinar for employees
 - Conducted Flu vaccination activities for employees and dependents
 - Provided free COVID-19 vaccines and vaccine administration to employees/talents and qualified dependents for both primary series and booster dose
- GMA Kapuso Foundation's Bisig Bayan project provided medical assistance to impoverished Filipinos by giving free medicine, surgical supplies, laboratory exams, and other basic medical services.



OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

3 GOOD HEALTH & WELL-BEING (continued)

- Sagip Dugtong Buhay is a bloodletting project of GMA Kapuso Foundation in partnership with the Philippine Red Cross, the Armed Forces of the Philippines and the Philippine National Police.
- GMA Kapuso Foundation's nationwide distribution of Noche Buena food packs and toys to 60,000 impoverished kids including Indigenous children through the Give-a-Gift project.
- 30 medical missions through Gamot Para sa Kapwa Ko Mahal Ko (KKMK)'s partnership with SM Foundation, benefited 15,714 individuals.
- Under the Batang Kapwa Program of KKMK, provided medical and psychosocial support for 45 children with Acute Lymphocytic Leukemia, including the annual Pamaskong Handog with food, art and school supplies, hygiene and COVID-19 kit and a special Christmas gift with exclusive greetings from GMA celebrities.
- 810+ features of Mangan Tila/ Kumbira/ Lami Syah/ Namiit! on unique and popular dishes and delicacies.
- 425+ ordinary Filipinos nationwide featured in the #SpreadKindness segment of Regional TV's local programs.
- 110 episodes of Mars Pa More, a daily lifestyle magazine program that highlights trends and activities for mothers and brings to light special bonding moments shared by moms and their kids.
- 6 episodes of Sarap Di Ba, a morning show that tackles relatable and dynamic topics about family, food and fun activities for everyone.
- 51 TV episodes of Pinoy MD and Radio's Pinoy MD program, as well as Radio's Bahay at Buhay and Usap Tayo are dedicated to health and wellness discussions.
- 51 Pinas Sarap episodes aimed for viewers to understand and learn more about Filipino food and showcased the history behind featured local dishes and the latest Filipino cuisines.
- 44 episodes of Farm To Table, a cooking show hosted by food explorer Chef JR Royol, who gives a peek into the fascinating process of food preparation from growing and harvesting fresh ingredients, to cooking and plating mouthwatering meals that encourages viewers to rediscover the joy of eating home-cooked meals and living a healthy lifestyle.

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

4 QUALITY EDUCATION

- 5 scholarship grants sponsored by GMA in 2022.
- P3.16M+ spent on trainings and seminars for GMA employees in 2022, on top of HR-initiated webinars negotiated for free.
- Under GMA Kapuso Foundation's Kapuso School Development project, schools were built in Limasawa Island, Southern Leyte (4 classrooms), in Siargao Island, Surigao del Norte (4 classrooms), and in Liloan, Southern Leyte (3 classrooms).
- 60,000 school bags with complete sets of school supplies were distributed to incoming Kindergarten and Grade 1 students of public elementary schools in Luzon, Visayas and Mindanao under GMA Kapuso Foundation's annual Unang Hakbang Sa Kinabukasan project.
- Under the Kapuso Tulay Para Sa Kaunlaran Project, a 70-meter concrete and steel hanging bridge was constructed in Sogod, Leyte by GMA Kapuso Foundation to connect the remote community to trade and learning centers.
- 52 episodes of iBilib, a program that features scientific experiments and explores different scientific facts and theories surrounding everyday events, challenges, life hacks, illusions and trivia presented in a fun and magical manner.
- 53 episodes of Aha!, an educational show that featured facts and trivia, primarily geared towards educating children and youth.
- Regional TV partnered with various organizations to give viewers access to information and resources.

5 GENDER EQUALITY

- 38% of GMA Network's top executives are women.
- 45% of the Network's Officers and 52% of the Network's Managers are women.

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

6 CLEAN WATER & SANITATION

- Rain water harvesting facilities were set up in remote GMA TV relay station sites (on top of mountains).

7 AFFORDABLE & CLEAN ENERGY

- Rain water harvesting facilities were set up in remote GMA TV relay station sites (on top of mountains).

8 DECENT WORK & ECONOMIC GROWTH

- 5,100+ provided with employment opportunities and source of income.
- Under the Kapuso Tulay Para Sa Kaunlaran Project, a 70-meter concrete and steel hanging bridge was constructed in Sogod, Leyte to connect the remote community to trade and learning centers.
- 51 Pera Paraan episodes that offer business ideas and teach viewers about financial literacy.
- 300+ stories featured in the following segments of RTV's local programs in 2022: May Trabaho Ka, Kapuso! (Balitang Amianan); May Trabaho Ka (Balitang Bisdak); Extra (One Western Visayas); May Trabaho Ka (One Mindanao).

9 INDUSTRY, INNOVATION & INFRASTRUCTURE

- Roll out of digital terrestrial and analog TV broadcast stations in 2022.
- Under GMA Kapuso Foundation's Kapuso Tulay Para Sa Kaunlaran Project, a 70-meter concrete and steel hanging bridge was constructed in Sogod, Leyte to connect the remote community to trade and learning centers.

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

10 REDUCED INEQUALITIES

- GMA Network complied with RA 10905 or the Closed Captioning Law as all its entertainment programs and specials aired with closed captions throughout 2022, making its programs accessible to the viewers, especially the hearing-impaired.
- 207 episodes of the weekly magazine shows (Kapuso Mo, Jessica Soho, Wish Ko Lang!, Good News, and Tadhana) that featured a wide range of topics on lifestyle, people, and places, primarily to educate and entertain the viewing public.

11 SUSTAINABLE CITIES & COMMUNITIES

- 52 episodes of Biyahe ni Drew that encourage sustainable tourism and environment protection.
- 6 episodes of Daig Kayo ng Lola Ko, a program that showcases different stories ranging from fairy tales, local folklores, fables, children's songs and even original ones to teach good morals and values to the young generation.

12 RESPONSIBLE CONSUMPTION & PRODUCTION

- Energy-efficient solid-state transmitters are installed and operated nationwide.

17 PARTNERSHIPS FOR THE GOALS

- Various private entities, non-profit organizations, and learning institutions
- Various Philippine embassies and consulates
- Various government agencies
- Filipino communities in the US, Canada, MENA, and Asia Pacific

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GRI INDICATOR	REQUIRED DISCLOSURE	REFERENCE
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102-51	Date of most recent report	December 31, 2021
102-52	Reporting cycle	Annual
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FINES AND PENALTIES:

- *Depending on the nature of RA 8749 violations, penalties may be fines of up to P100,000 for every day of non-compliance and/or up to 6 years of imprisonment.*
- *The maximum fine for violation of RA 6969 is P500,000 or imprisonment of up to 20 years.*
- *The maximum fine for gross violation of RA 9275 is P3 million for every day of violation, or imprisonment of up to 10 years.*
- *Depending on the nature of RA 9003 violations, the maximum penalty is P1 million or imprisonment of up to 6 years.*

GRI 401: EMPLOYMENT

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401-3	Parental leave	20



GMA NETWORK CENTER
EDSA CORNER TIMOG AVENUE
DILIMAN, QUEZON CITY