



SUSTAINABILITY REPORT 2024

GMA Network's 2024 sustainability report, covering the year ended December 31, 2024, was prepared using the Global Reporting Initiative (GRI) standards as guide. This report outlines disclosures about our economic, 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 2024 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 CEO

The challenges that confront industries across the world are specific and constantly evolving. Still, though these challenges vary from industry to industry, all are vulnerable to and face what UN Secretary-General António Guterres describes as a “climate breakdown,” stemming from a decade characterized by “deadly heat.”

The year that passed was the warmest in a 175-year observational record, surpassing the 1.5°C threshold set by the Paris Agreement for the first time.

According to the World Meteorological Organization (WMO), unprecedented levels of greenhouse gases are intensifying extreme weather conditions such as record breaking cold and heatwaves, while hastening permafrost thaw and increasing winter precipitation in the planet’s coldest regions. These worsening conditions have also intensified cyclones, with stronger winds and heavier rainfall, across the globe.

Ranked as the most vulnerable country by the 2024 World Risk Index, the Philippines has once again endured a series of intense tropical cyclones in the last quarter of 2024, including Super Typhoons Leon, Ofel, and Pepito.

In the face of calamity threats, GMA Network remains steadfast in its duty to deliver news and information. Recognizing our crucial role as a primary source of information during crises, GMA Network is at the forefront, ensuring timely and accurate reporting, while our GMA Kapuso Foundation pre-positions critical aid and extends relief where it’s most needed. Further, together with a host of partners, we build lasting infrastructure—such as steel bridges in isolated communities and typhoon-resistant classrooms—to aid the most vulnerable regions

against natural disasters. These efforts are integral to our broader commitment to positively impact the communities we serve.

Building on this foundation, GMA Network, the first and only broadcast media member of the UN Global Compact Network Philippines (GCNP), strengthened its commitment in 2024 through a new partnership focused on raising awareness about climate change. Our belief in the transformative power of media motivates us to educate through documentaries, series, and bespoke content that not only highlight the urgency of the climate crisis but also inspire meaningful action. With a steadfast commitment to the United Nations Sustainable Development Goals, GMA Network is helping spread awareness of the Global Compact’s ‘Forward Faster’ initiative, targeting critical areas such as climate action, gender equality, living wages, water resilience, and finance and investment. The forthcoming sections of this sustainability report will demonstrate how our actions and strategies go beyond mere compliance but form part of our enduring commitment to sustainability.

Our steadfast dedication to the environment could not have flourished without the hard work and commitment of all our employees and talents, the strengthening partnerships and synergies with our business partners, the trust and support of our shareholders, and our Kapuso viewers.

Maraming salamat po sa inyong lahat, mga Kapuso ng Kalikasan.




GILBERTO R. DUAVIT, JR.
President and 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 2024, GMA Network, including GTV and other digital channels, tallied a combined people net reach of 93% equivalent to 67 million TV viewers. Headquartered in Quezon City, GMA operates a network of 115 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 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 **iHeart Movies***.



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.

* A purely digital terrestrial TV (DTT) free-to-air channel.
DTT channels Hallypop and Pinoy Hits ceased operations in September 2024.

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.



GMA IS PRIMARILY IN THE BUSINESS OF TELEVISION AND RADIO BROADCASTING. THE NETWORK IS ALSO INVOLVED IN ENTERTAINMENT-RELATED AND OTHER BUSINESSES:

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%
RGMA NETWORK, INC.*** Radio broadcasting and management	49%
SCRIPT2010, INC.**** Design, construction and maintenance of sets for TV, stage plays and concerts; transportation services	100%

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
 *** Ceased commercial operations in 2023
 **** 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.

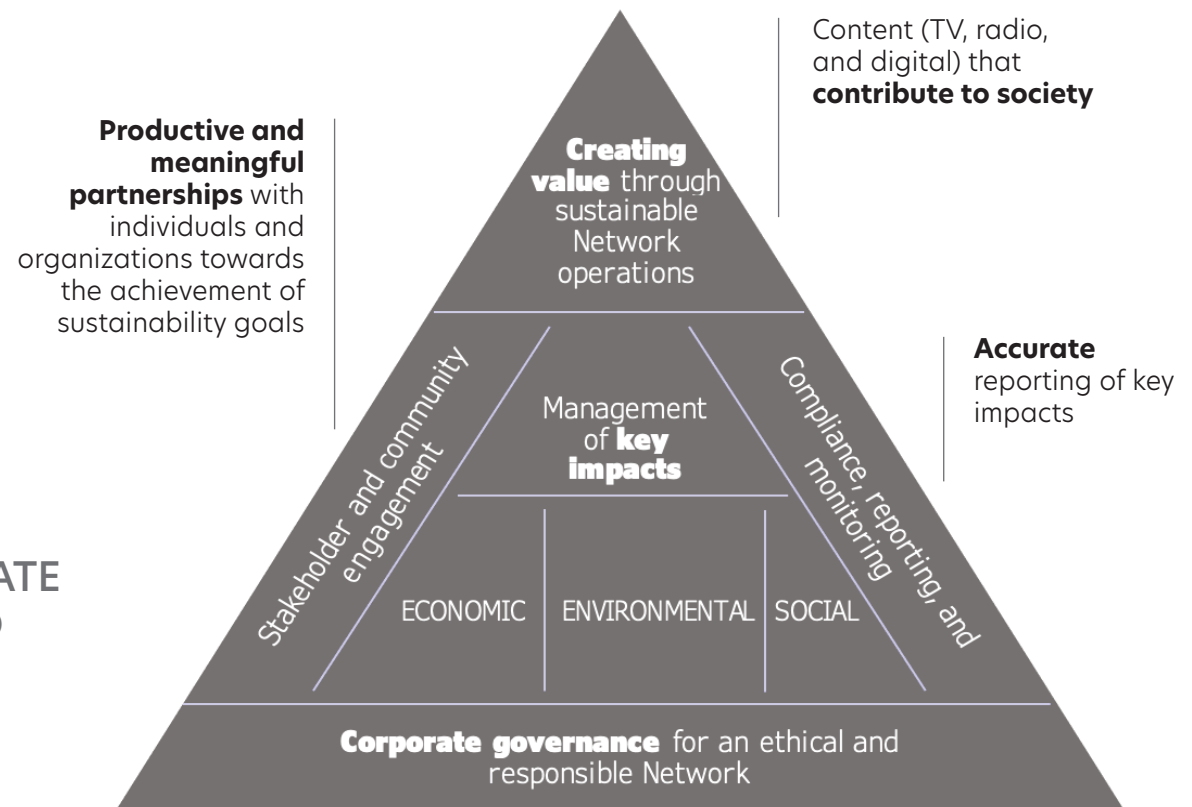
STRATEGY

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

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.





FELIPE L. GOZON

CHAIRMAN AND ADVISER



GILBERTO R. DUAVIT, JR.

PRESIDENT AND CHIEF EXECUTIVE OFFICER

ETHICS AND INTEGRITY

UNDER THE DIRECTION AND GUIDANCE OF GMA NETWORK, INC.'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 the Company's 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
AND EXECUTIVE
VICE PRESIDENT



**ARTEMIO V.
PANGANIBAN**

INDEPENDENT
DIRECTOR



**JAIME C.
LAYA**

INDEPENDENT
DIRECTOR

GOVERNANCE

GMA NETWORK, INC. 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 Company's Board of Directors. The Board of Directors 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 that adequate internal controls and procedures are established and 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 of Directors consists of nine (9) Directors, two (2) of whom are Independent Directors. All 9 Members of the Board have the expertise, professional experience, and background that allow for a thorough discussion and deliberation of all issues and matters affecting the Network.

BOARD COMMITTEES

FOUR (4) COMMITTEES WERE ESTABLISHED TO AID THE COMPANY IN COMPLYING WITH THE PRINCIPLES OF GOOD GOVERNANCE AND ADDRESSING ISSUES REQUIRING THE BOARD'S ATTENTION.

EXECUTIVE COMMITTEE

The Executive Committee (Excom) consists of three (3) members, which include the Chairman of the Board and Adviser Atty. Felipe L. Gozon, President and CEO Mr. Gilberto R. Duavit, Jr., and Director Mr. Joel Marcelo G. Jimenez. Mr. Joel Marcelo G. Jimenez 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 Atty. Felipe L. Gozon and composed of four (4) members that include an Independent Director in the person of former Chief Justice Artemio V. Panganiban (Vice Chairman), and Mr. Gilberto R. Duavit, Jr. and Mr. 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 shareholders value; and that the elected 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 Atty. Felipe L. Gozon (Chairman), Former Chief Justice Artemio V. Panganiban (Vice Chairman), with Mr. Gilberto R. Duavit, Jr. and Ms. 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

In 2024, the Audit and Risk Management Committee was composed of the following: Dr. Jaime C. Laya, (Chairman), former Chief Justice Artemio V. Panganiban (Vice Chairman), and Ms. Judith R. Duavit-Vazquez, Ms. Laura J. Westfall, and Mr. Joel Marcelo G. Jimenez as members. The Audit and Risk Management Committee assisted 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. During the period, the Audit and Risk Management Committee provided 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 Ms. 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 • Performance feedback • Trainings • Teambuilding events • Christmas and other holiday events • Social media • Collective bargaining agreement 	<ul style="list-style-type: none"> • Safety, health, and security of the workforce • Employee engagement • 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

REPORTING PRACTICE

GMA NETWORK, INC. 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:



SOCIAL

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



ENVIRONMENTAL

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



ECONOMIC

- 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.



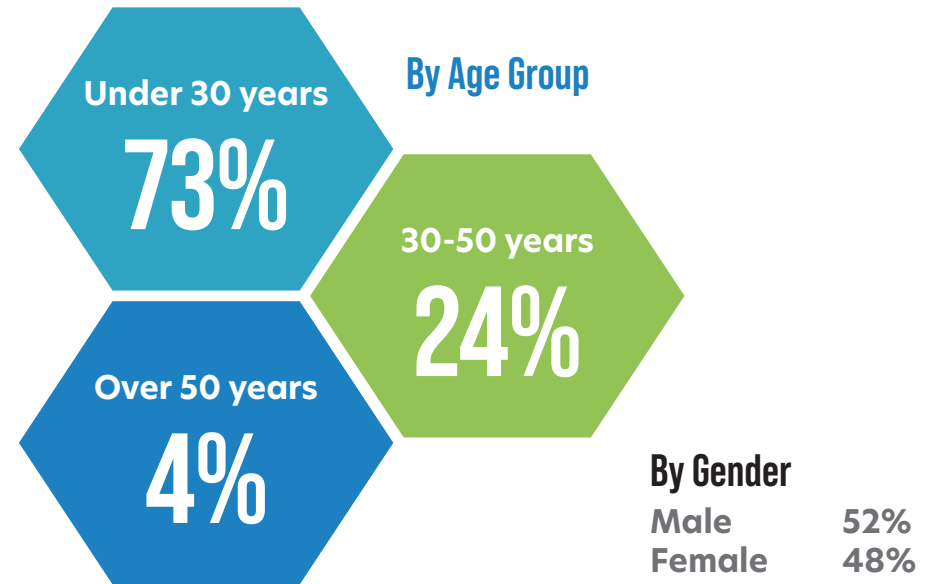
EMPLOYMENT

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

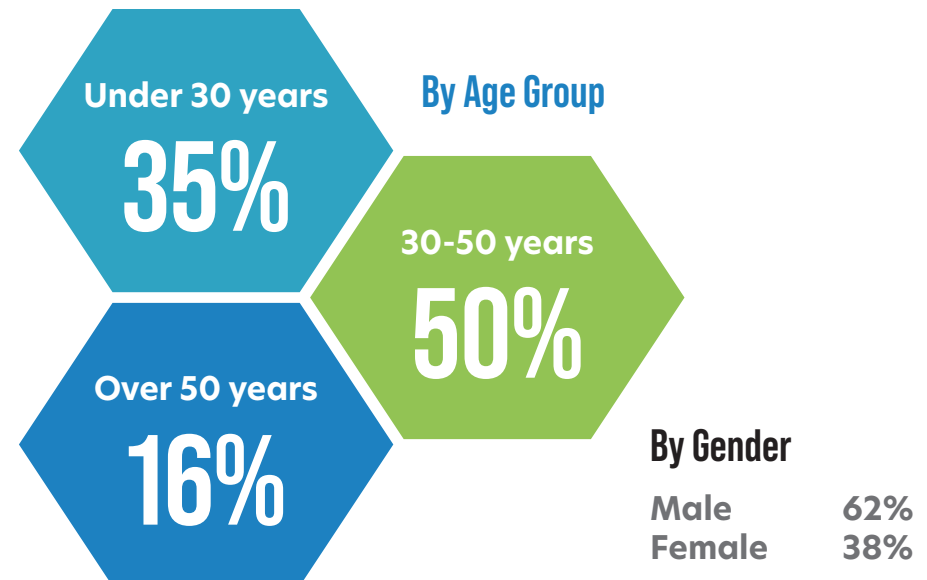
To meet our operational and business expansion needs, we are in continuous search for resources and talents. When vacancies open, we first identify qualified and deserving employees within the Network, and recommend their transfer or promotion. In meeting requirements that cannot be addressed internally, 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
- Special Leave for Women
- Anti-Violence Against Women and Their Children 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

With the lifting of the COVID-19 Public Health Emergency on July 23, 2023, most of the COVID-19 Guidelines were no longer enforced. However, there are a few guidelines and services that are still in effect, such as:

- Clinic services
- Installation of an additional satellite clinic
- 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	40	44
Total number of employees that returned to work in the reporting period after parental leave ended	39	44
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	34	41
Return to work rates of employees that took parental leave	98%	100%
Retention rates of employees that took parental leave	85%	93%

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.

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, mental health awareness seminar, and referral to mental health professionals for initial evaluation)
- Sports tournaments (basketball, volleyball, bowling, badminton, table tennis, chess, and billiards)
- Health and wellness fair (quarterly)
- Fitness programs (Partnership with a gym provider)

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.

We continue to evolve with the changing times by offering training programs through flexible delivery methods—either in-person or online. This adaptability allows us to meet varying needs and preferences while ensuring the quality and effectiveness of our programs.

Our employees are provided with 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	17.16
Male	17.04
	Average Hours of Training
Rank and file	16.14
Non-managerial	17.52
Managerial	19.02
Officers	18.35

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

- HRDD-initiated training and development programs
 - Programs that are applicable for employees across the organization. These programs include but are not limited to the following:
 - o Management development programs
 - o Staff development programs
 - o Work attitudes and values enhancement program
 - o Succession development programs
 - o Competency development programs
 - o Occupational safety and health (OSH) programs (e.g., Safety Officers Training, 8-Hour Mandatory Training on OSH)
- 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:
 - o Learning Session on High-Definition Standards
 - o Cinematography, video editing, camera training, audio training, cinematography, etc.
 - o IT and business enterprise system-related courses
 - o TV production trainings (e.g., news production, news writing, etc.)

Apart from the year-round learning and development programs, the online system application for the Succession Planning Program, developed by HRDD with the help of the ICT Department, continues to be a vital tool on the One Digital HR website. This ODHR App enables the online enrollment of potential candidates from within for key/critical positions that will be left vacant due to compulsory retirement. Additionally, the Network has developed its own Learning Management System (LMS), where in-house courses and training programs are available for employees. Among these courses is the 8-Hour Mandatory Training for Occupational Safety and Health, which all employees are required to complete.

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	By Age Group	Percentage
Male	44%	Under 30 years	0%
Female	56%	30-50 years	16%
		Over 50 years	84%

PERCENTAGE OF INDIVIDUALS PER EMPLOYEE CATEGORY:

	Rank and file	Non-Managerial	Managerial	Officers
By Gender	Percentage			
Male	84%	47%	51%	48%
Female	16%	53%	49%	52%
By Age Group	Percentage			
Under 30 years	18%	26%	3%	0%
30-50 years	61%	64%	73%	37%
Over 50 years	21%	10%	24%	63%

LOCAL COMMUNITIES

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

With stations strategically located across the country, GMA Regional TV (RTV) consistently provides viewers access to local regional news across the Philippines.

Our 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 2024, the combined net reach of GMA Regional TV newscasts is at 32% of TV households nationwide, with an estimated 20 million TV viewers. Across regions, RTV's newscasts in Total Visayas logged the highest net reach at approximately 76%, with an estimated 8 million TV viewers. (Source: Nielsen Philippines TAM [Arianna] Official Data)

NATIONAL NEWS PROGRAM

- Regional TV News - A regional news segment within Balitanghali airing on national TV via GTV, solely dedicated to regional news (airing Mondays to Fridays, from 11:00AM to 12:00NN)

FLAGSHIP WEEKDAY MORNING NEWS PROGRAMS ON REGIONAL CHANNELS

- Balitang Bisdak (aired via GMA Cebu and broadcasted in Central and Eastern Visayas)
- One Mindanao (aired via GMA Davao, GMA



General Santos and GMA Cagayan de Oro and broadcasted in Northern, Eastern, South Central, Western, and Southern Mindanao)

- One Western Visayas (aired via GMA Iloilo and GMA Bacolod and broadcasted in Western Visayas)
- One North Central Luzon (aired via GMA Dagupan and broadcasted in North Central 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:

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:

- Complaints culled from phone calls, emails, texts, and messages

through our social media accounts from concerned citizens asking intervention for immediate action from local government units (LGUs) and government offices for community issues such as garbage collection, leaks in water pipes, potholes on roads, and unfinished government-funded road projects and other infrastructure.

- Best practices of barangays worth emulating by other communities.

KAPUSO FIESTAS AND EVENTS

Regional TV and Synergy continue to entertain and bring the Kapuso brand all over the nation through fiestas, festival participations, mall shows, and other on-ground events.

In 2024, RTV and Synergy participated in and/or mounted 50 Kapuso Fiestas, 71 Kapuso Artist Participations, 26 Kapuso Mall Shows, 2 Kapuso Fans Day, and 2 Kapuso Float Parade Participations totaling to 151 events.

RTV and SYNERGY PARTNERSHIPS

RTV and Synergy partnered with local universities and colleges for the award-winning GMA Masterclass Series. A total of 15 GMA Masterclasses (Social Media Literacy Series, Road to the 2025 Elections and Conversation Series) were conducted nationwide in 2024; with a total of 2,595 attendees with students, the academe and even professionals, being inspired and learning from esteemed GMA resource speakers who are regarded as among the best in their fields.

GMA Regional TV and Synergy organized a Bloodletting Day on February 09, 2024, in 11 areas all over the country, collecting a total of 866 bags of blood donated to the Philippine Red Cross.

OTHER FEATURE SEGMENTS

In addition to public service segments, RTV's local programs also feature other stories that shine 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
- Fiesta / Suroy Ta! / My Western Visayas / Manlaag Ta / Trip Natin - Travel features on local scenic spots, whether established or newly discovered or on the off-beat tracks, within the local news programs' areas of responsibility
- Mangan Tila / Kumbira - Features on unique and popular dishes and delicacies
- May Trabaho Ka, Kapuso! - Job listings from DOLE Public Employment Service Offices (Provincial PESO); with emphasis that job opportunities are available locally 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

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 7 other cities and provinces—Dagupan, Iloilo, Bacolod, Cebu, Cagayan De Oro (Northern Mindanao), Davao (Southern Mindanao), and General Santos.

For wider broadcast coverage, we operate 115 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.



	2024 (in GJ)
Total fuel consumption within the organization from non-renewable sources	40,757
Total fuel consumption within the organization from renewable sources	42
Total electricity sold	144,462
Total electricity consumption	0
Total energy consumption within the organization	185,261

WATER CONSERVATION

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.

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

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.

	2024 (in MEGALITER)
Total water consumption from all areas	50.70
Total water consumption from all areas with water stress	0.00

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 approaches 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 comprehensive ecological solid waste management 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 2024, THE TOTAL WASTE WE GENERATED BASED ON OUR MONITORING IS AS FOLLOWS

	2024 (in KG)
a. Total weight of hazardous waste	32,405
b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods:	118,587
i. Reuse	1,247
ii. Recycling	13,151
iii. Composting	2,466
iv. Landfill	101,724

ECONOMY IMPACT

STRENGTHENING GROWTH THROUGH STRATEGIC PARTNERSHIPS AND INVESTMENTS, SOUND FINANCIAL MANAGEMENT, AND SOCIAL RESPONSIBILITY



To broaden our business and sustain long-term growth, we stay attuned to market developments and strategically maximize our existing content to generate favorable economic results.

Our capital investments are carefully planned to expand reach and enhance coverage while ensuring cost-efficiency for our stakeholders. Each project undergoes regular performance evaluations to deliver net positive outcomes without compromising the value we provide to our customers and viewers. In terms of content production, we've adopted a business model that allows stakeholders to forecast potential returns, leading to smarter and more efficient resource allocation.

One of GMA Network's greatest strengths lies in our disciplined financial management, consistently achieving profitability margins above industry averages. As a publicly listed company, we prioritize delivering strong, healthy returns to our investors while upholding our responsibilities to all stakeholders.

Since our Initial Public Offering (IPO) in 2007, we have upheld our commitment to distribute at least 50% of the previous year's net income after tax as dividends. In fact, we've consistently exceeded this benchmark, with annual dividend payouts averaging over 90% of net income after tax. Over the past 18 years, the average dividend yield based on IPO price has reached 8% annually. In the last five years alone, yields based on year-end closing prices have averaged 12%—outperforming money market instruments and blue-chip investments.

Our ability to manage costs and funds prudently is a key competitive advantage. We maintain modest reliance on external borrowings, instead, we aim to support our operations and expansion efforts with internally generated cash flows. This financial discipline enables us to continuously invest in infrastructure nationwide and diversify our business, all while preserving a strong balance sheet and robust financial performance.

Recognizing that our employees are integral to the Network's continued success, we offer compensation and benefits that exceed legal standards. This commitment helps promote the socio-economic well-being of our people and reflects the value we place on our most important asset—our workforce.

As responsible corporate citizens, we contribute significantly to government revenues by fulfilling our tax obligations at both national and local levels. We also partner exclusively with reputable and trustworthy suppliers and service providers, ensuring we deliver value and foster synergies across our network.

Finally, giving back is embedded in our corporate philosophy. Through our social responsibility programs and advocacy-driven initiatives, we actively support national causes and promote the public's welfare—underscoring our role as a true partner in nation-building.

DIRECT ECONOMIC VALUE GENERATED & DISTRIBUTED

DIRECT ECONOMIC VALUE GENERATED & DISTRIBUTED GMA'S DIRECT ECONOMIC VALUE GENERATED (EVG) FOR THE FULL YEAR 2024 REACHED P17.8 BILLION, DOWN P1.1 BILLION OR 6% FROM A YEAR AGO.

GMA Network's Direct Economic Value Generated (EVG) for the full year 2024 reached P17.8 billion, representing a P1.1 billion or 6% decline compared to the previous year. Airtime revenue from the Company's broadcast operations was the main source of the decline. This was partly mitigated by the considerable rise in revenue from film production via GMA Pictures with its resurgence in producing movies. Online/digital revenue also grew by double-digit percentages in between periods following the strong presence of the Company in this platform.

In line with its mission to expand nationwide coverage, the Company has remained proactive in strengthening its broadcast footprint. The rollout of Digital Terrestrial Television (DTT) continues to progress, with 8 new DTT sites completed in 2024 and more projects in the pipeline for the coming years.

In terms of Economic Value Distributed, the Company allocated P18.1 billion in 2024, down P635.1 million or 3% from the previous year. Comprising bulk of distributed economic value— payments in 2024 to providers of capital, specifically, shareholders saw a decline in between periods.

Direct Economic Value Generated and Distributed

	2024 (in PHP)
Direct economic value generated (revenue)	17,810,093,382
Direct economic value distributed:	
Operating costs	10,670,741,859
Employees' wages and benefits	3,777,544,770
Dividends given to stockholders and interest payments to loan providers	2,617,874,697
Taxes given to government	962,724,180
Investments to community (e.g. donations, CSR)	70,825,252
Economic value retained	[289,617,376]

Employee wages and benefits totaled P3.8 billion, a 1% increase compared to 2023. Meanwhile, taxes paid to the government amounted to P962.7 million, reflecting a 28% reduction due to a drop in both revenue and net income for the year.

From the EVG, P2.6 billion was distributed to capital providers, primarily in the form of cash dividends to shareholders. Additionally, the Network invested P70.8 million in community initiatives, including donations, CSR efforts, public service programs, and sponsorships that support awareness and advocacy campaigns nationwide. After all distributions, Economic Value Retained for 2024 stood at negative P289.6 million, indicating the impact of a year marked by strategic shifts and ongoing adaptation to market conditions.

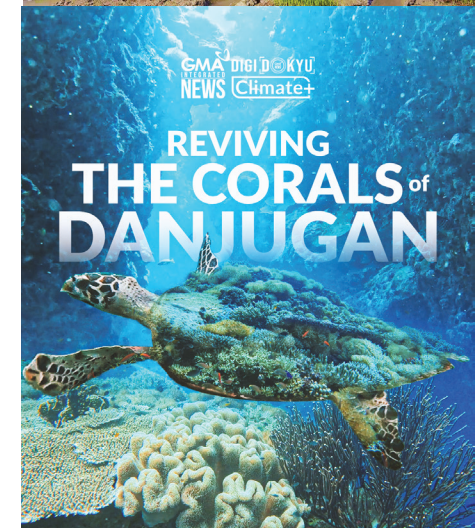
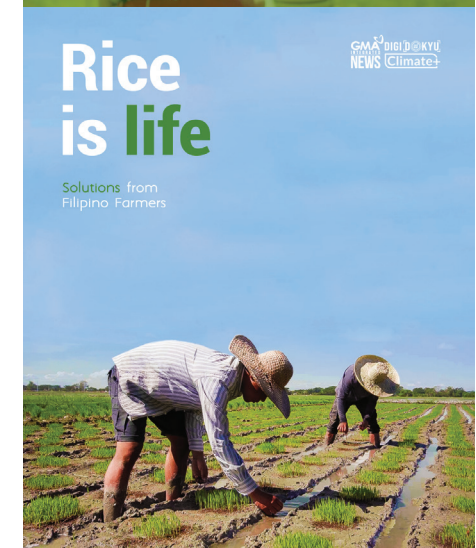
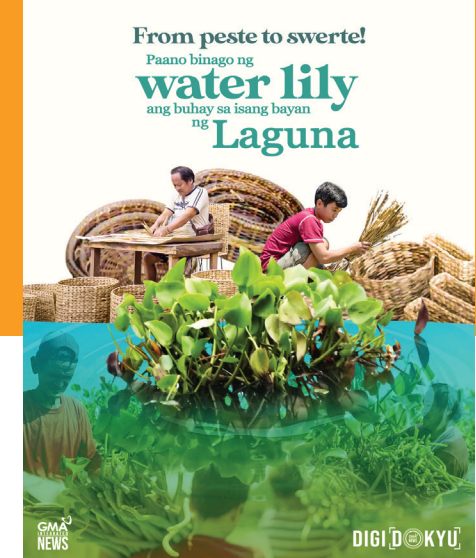
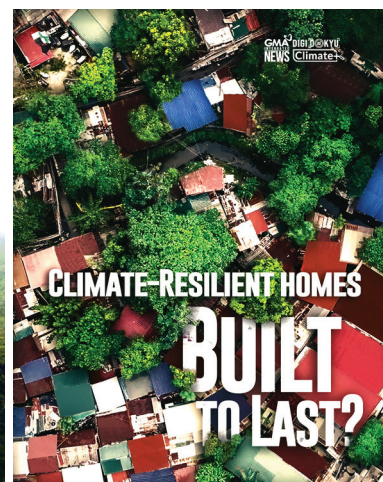
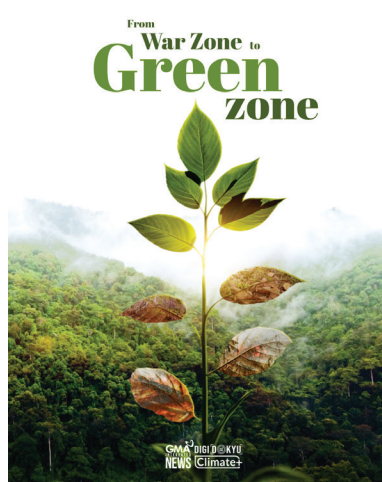
IMPACT OF CLIMATE CHANGE

GMA NETWORK IS NOT IMMUNE TO THE WORSENING CLIMATE CHANGE.

Around the globe, regulatory bodies are implementing increasingly stringent policies to combat the effects of climate change. The growing frequency of extreme weather events and natural disasters poses a potential threat to GMA Network's operations and production schedules.

The most critical consequence of these environmental risks is the potential impact on the safety and well-being of our people. Additionally, disruptions to scheduled operations can place added pressure on the profitability of our programs and content delivery.

In accordance with GMA's enterprise-wide risk management policy, all aspects of our operations are subject to regular risk assessments. This enables us to proactively develop appropriate mitigation strategies. Guided by management and grounded in cost-benefit analysis, responsible teams are empowered to identify and implement the most effective solutions within their areas of accountability. The associated costs of these measures vary depending on the severity, probability, and projected impact of each identified risk.



PROCUREMENT PRACTICES

In 2024, the majority of our budget (68%) 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 DTT.

Foreign transactions (32% of budget) comprised of the acquisition of asset management and storage system, renewal of maintenance agreement for existing broadcast system, and purchases of equipment for upgrades related to GMA Network's transition to DTT. All foreign purchases were in accordance with Presidential Decree 1362 allowing radio broadcasting and television stations to import radio or television equipment, spare parts and allied technical

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.

SEVENTY-NINE (79%) OF GMA NETWORK'S ACCREDITED SUPPLIERS ARE PHILIPPINE-BASED (LOCAL), WITH HEADQUARTERS LOCATED ACROSS THE ARCHIPELAGO.

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, stronger relationship with the local business community, and creation of more local job opportunities.



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.

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

1
NO POVERTY

10
REDUCED
INEQUALITIES

11
SUSTAINABLE
CITIES &
COMMUNITIES

16
PEACE AND JUSTICE
STRONG INSTITUTIONS



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

1
NO POVERTY

10
REDUCED INEQUALITIES

8
DECENT WORK & ECONOMIC GROWTH

16
**PEACE AND JUSTICE
STRONG INSTITUTIONS**



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.



13
CLIMATE
ACTION

14
LIFE BELOW
WATER

15
LIFE ON LAND

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.



OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

1 NO POVERTY

- 5,600+ provided with employment opportunities and source of income.

2 ZERO HUNGER

- 36,028 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:
 - Installation of satellite clinic
 - 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
 - Conducted Mental Health webinar for employees
 - Conducted Capacity Building for Mental Health Program Implementers
 - Conducted the following vaccination programs for employees and dependents:
 - Flu vaccination
 - Pneumonia vaccination
 - HPV vaccination
- GMA Regional TV and Synergy organized a Bloodletting Day on February 09, 2024, in 11 areas all over the country, collecting a total of 866 bags of blood donated to the Philippine Red Cross.
- 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.
- 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 50,000 impoverished kids including indigenous children through the Give-a-Gift project.



OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

3 GOOD HEALTH & WELL-BEING BEING (continued)

- Kapwa Ko Mahal Ko (KKMK) Foundation featured a total of 102 patient stories on television and mirrored on its digital platforms. These narratives were enriched by educational Sagot ni Dok segments, which provided viewers with vital, accessible health education.
- KKMK's Batang Kapwa (BK) Program provided lifesaving support to up to 40 children undergoing treatment for Acute Lymphocytic Leukemia. In 2024, the program expanded to officially include the BK Graduate Program, with 12 children entering a 5-year monitoring phase. Two psychosocial events were held during the year, including the celebratory Pamaskong Handog.
- In collaboration with other dedicated partners, the KKMK Foundation supported 87 medical and dental missions across Metro Manila, Luzon, Visayas, and Mindanao, serving 69,398 Filipinos, provided 14 hearing aids, and conducted cleft lip surgeries for 2 patients.
- 270+ features on unique and popular dishes and delicacies via the Mangan Tila / Kumbira segments
- 205+ features on ordinary Filipinos nationwide in the #SpreadKindness segment of Regional TV's local news programs
- 38 episodes of Sarap Di Ba, a weekly morning show that tackles relatable and dynamic topics about family, food, and fun activities for everyone. It also features the latest trends in music, pop culture, fashion, and technology.
- 52 TV episodes of Pinoy MD and Radio's Pinoy MD program, as well as Radio's Bahay at Buhay and Usap Tayo...Super Kwentuhan with Mark and Susan, are dedicated to health and wellness discussions.
- 52 Pinas Sarap episodes showcased Filipino cuisine, and the history of local dishes and emphasized sustainability efforts that improved harvests and protected the environment.
- 51 episodes of Farm To Table, a cooking show hosted by food explorer Chef JR Royol who meets and celebrates the people who grow our food, and follows the journey of food from the source to our plates. The episodes highlight the joy of growing one's food, whether in a big farm or a small urban garden, and creating delicious dishes from fresh and healthy ingredients, as well as the joy of sharing the experience with others.

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

4 QUALITY EDUCATION

- 7 scholarship grants sponsored by GMA in 2024.
- P2.65M+ spent on trainings and seminars for GMA employees in 2024, on top of equipment-based training negotiated for free and sponsored trainings from professional organizations.
- 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.
- A total of 3 classrooms were built at Dagadag Elementary School in Mankaya, Benguet under GMA Kapuso Foundation's Kapuso School Development, a school construction project which aims to foster integral education by providing sturdy classrooms and water and sanitation facilities for public school students and teachers nationwide.
- 51 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. The hosts perform actual experiments on the show, with no camera tricks involved, and encourage the young viewers to try the experiment themselves with step-by-step instructions. Practical applications to daily life and best practices of communities are shown to provide example to the viewers.
- 52 episodes of Aha!, an educational show that featured facts and trivia, primarily geared towards educating children and youth.
- Regional TV partnered with various organizations and learning institutions to give viewers access to information and resources via the Masterclass Series: Social Media Literacy Series, Road to Eleksyon 2025, and The Conversation Series
- Regional TV continuously educated its viewers by promoting the best and the beautiful in the country with more than 410+ features on beautiful spots, colorful fiestas, and the rich Filipino culture through the Fiesta / Suroy Ta! / My Western Visayas / Manlaag Ta / Trip Natin segments

5 GENDER EQUALITY

- 56% of GMA Network's top executives are women.
- 52% of the Network's Officers and 49% 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

- Solar-powered perimeter lights are utilized in GMA Dagupan
- Energy-efficient solid-state transmitters are installed and operated nationwide.

8 DECENT WORK & ECONOMIC GROWTH

- 5,600+ provided with employment opportunities and source of income.
- 51 Pera Paraan episodes provided viewers with valuable business ideas and lessons in financial literacy.
- 370+ features on job opportunities and alternative careers in the May Trabaho Ka! segment

9 INDUSTRY, INNOVATION & INFRASTRUCTURE

- Roll out of digital terrestrial TV broadcast stations in 2024.
- A total of 3 classrooms were built at Dagadag Elementary School in Mankaya, Benguet under GMA Kapuso Foundation's Kapuso School Development, a school construction project which aims to foster integral education by providing sturdy classrooms and water and sanitation facilities for public school students and teachers nationwide.
- GMA Kapuso Foundation's Silong Kapuso Project provided roofing sheets and materials in Batanes which was badly affected by typhoon Julian.

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 2024, making its programs accessible to the viewers, especially the hearing-impaired.
- 259 episodes of the weekly magazine shows (Kapuso Mo, Jessica Soho, Wish Ko Lang!, Good News, I Juander, and Tadhana) featured a wide range of topics on lifestyle, people, and places, primarily to educate and entertain the viewing public.
- 220+ features proving the innate resilience of Filipinos through GMA Regional TV Presents and Kwento ng Pilipino segments

12 RESPONSIBLE CONSUMPTION & PRODUCTION

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

- 410+ features on local community issues tackled under the Balitang Barangay segment of RTV's local news programs

11 SUSTAINABLE CITIES & COMMUNITIES

- 52 episodes of Biyahe ni Drew that encourage sustainable tourism and environment protection.
- 9 episodes of Daig Kayo ng Lola Ko, a program that showcases different stories to teach good morals and values to the young generation.

13 CLIMATE ACTION

- 207+ regional stories on environment issues and protection, as well as initiatives of local communities for sustainable development under the Kapuso Sa Kalikasan segment of RTV's local news programs

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

GRI CONTEXT INDEX



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102-11	Precautionary principle or approach	Not applicable
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3. Ethics and integrity

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4. Governance

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5. Stakeholder engagement

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103-3	Evaluation of the management approach	28-31
307-1	Non-compliance with environmental laws and regulations	28-31

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.

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403-5	Worker training on occupational health and safety	21-22
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY

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