

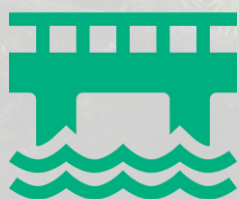


GMA NETWORK, INC

Sustainability Report 2019

Ready for the future

GMA Kapuso Foundation's
**Kapuso Tulay Para Sa
Kaunlaran Project** aims to
construct sturdy concrete and
steel bridges that will replace
old, unsafe, and oftentimes
makeshift crossings. The
bridges connect remote
communities to trade and
learning centers.





Ready for the future headlines

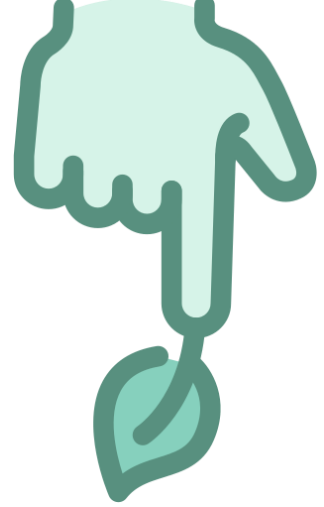
GMA Network's first sustainability report, covering the year ended December 31, 2019, and prepared using the Global Reporting Initiative (GRI) standards as guide. This report outlines disclosures about our environmental, social and governance impacts, specific to the topics deemed material to the Network.

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 2019 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).

From the Chairman's desk



As GMA Network celebrates **70 years of enriching Filipino lives**—with superior entertainment, the responsible delivery of news and information, and genuine public service—we look back to celebrate our achievements and commemorate how we have triumphed over the many challenges that have enabled us to be where we are today.

As we look to the future, while in the middle of an unprecedented pandemic disruption, we see now more than ever that we have to reimagine how we can do more in contributing to a more resilient and sustainable nation.

GMA joins hands with the world's most notable organizations and corporations to promote sustainability, and is among those at the forefront of such undertaking, being **the first media and broadcasting company in the Philippines to sign with the United Nations (UN) Global Compact.**

We have adopted and implemented effective policies and guidelines governing the Network's activities to help contribute to the ability of future generations to meet their own needs. In the process, GMA enhances its transparency and accountability, and is able to adapt to the evolving requirements of stakeholders and regulators. Guided by our corporate purpose, vision, and values, and beyond our desire for economic success, **we aim to make a meaningful and resonating impact while sustainably creating value for our various stakeholders.**

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

FELIPE L GOZON
Chairman and
Chief Executive Officer (CEO)



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Our profile

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.

Today, GMA Network, Inc. is the leading broadcasting company in the Philippines which produces the most innovative, most trusted,

and top rating TV programs. Headquartered in Quezon City, GMA operates a network of 47 VHF and 41 UHF TV stations, as well as 24 radio stations throughout the country.

Apart from its television and radio businesses, GMA also owns a wide array of media-related entities engaged in program syndication, film production, music publishing and distribution, set design and implementation, audio-visual production, and new media.

GMA Network, Inc. was officially listed in the Philippine Stock Exchange in 2007.



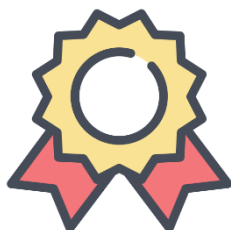
Our purpose

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



Our 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.



Our 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**.

The GMA brands

GMA Network's **key brands and corresponding markets** are the following:



GMA and GMA News TV are free-to-air TV channels that are broadcast throughout the Philippines.



GMA Regional TV (RTV) is our operational arm in 9 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 one of the top stations in the AM band and is recognized as one of the most awarded stations. There are 4 other Super Radyo AM stations and 4 relay stations throughout the country.



Barangay LS 97.1 DWLS FM is the flagship FM radio station of GMA Network. There are 14 other Barangay FM stations across the country.

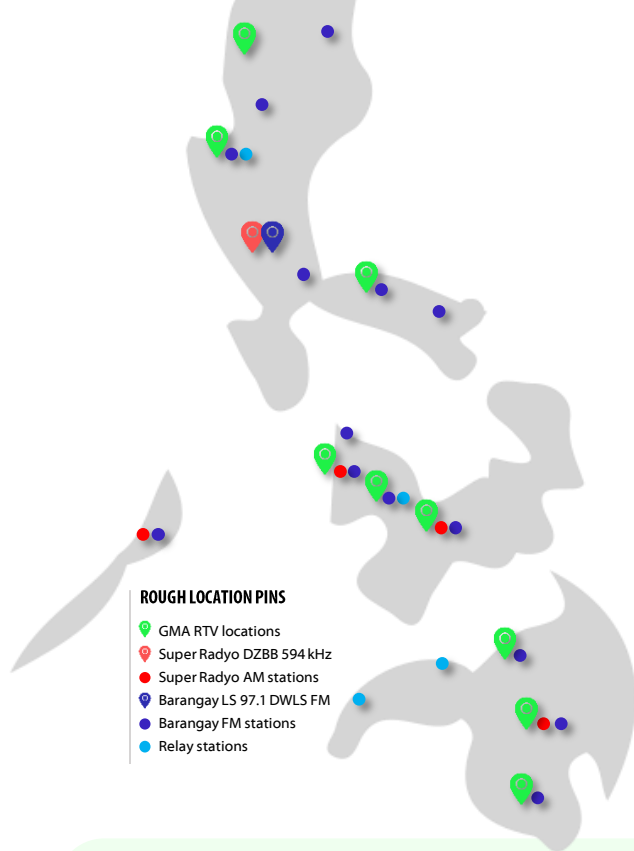
International pay TV



The distribution footprint of GMA International (GMAI) covers 104 countries all over the world including 17 in the Asia Pacific, 29 in the Middle East and North Africa, 16 European countries, the United States, Canada, and 40 from the rest of the world.



GMA On Demand is a free and pay **video on-demand** offering of GMAI.



ROUGH LOCATION PINS

- GMA RTV locations
- Super Radyo DZBB 594 kHz
- Super Radyo AM stations
- Barangay LS 97.1 DWLS FM
- Barangay FM stations
- Relay stations

GMA Network.com

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

GMA News Online

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



GMA Pictures is a **film and TV production company** established by GMA Network in 1995. Its films have become both critical acclaim and commercial successes, among which are *Jose Rizal*, *Muro Ami*, and *Deathrow*.

GMA Music



GMA Music is engaged in the **publishing, production, and distribution of music**. It is a member of the Philippine Association of the Record Industry (PARI) and has the distinction of having 2 Diamond Record awards in the highly competitive music scene.

Our businesses

GMA Network is primarily in **the business of radio and television broadcasting**. We are also involved in film production and other information and entertainment-related businesses:

Alta Productions Group, Inc. (Alta)	Pre and post-production services
Citynet Network Marketing and Productions, Inc.	Television entertainment production
GMA Network Films, Inc.	Film production
GMA New Media, Inc. (GNMI)	Converging technology
GMA Worldwide (Philippines), Inc.	International marketing, handling foreign program acquisitions and international syndication of the Parent Company's programs
RGMA Marketing and Productions, Inc.	Music recording, publishing and video distribution
RGMA Network, Inc.	Radio broadcasting and management
Script2010, Inc.*	Design, construction and maintenance of sets for TV, stage plays and concerts; transportation and manpower services
GMA Marketing & Productions, Inc. (GMPI)**	Exclusive marketing and sales arm of Parent Company's airtime, events management, sales implementation, traffic services and monitoring
Digify, Inc.***	Crafting, planning and handling advertising and other forms of promotion including multi-media productions
Media Merge Corporation***	Business development and operations for the Parent Company's online publishing and advertising initiatives

*Indirectly owned through Citynet

**Ceased commercial operations in 2015

***Indirectly owned through GNMI

Our sustainability initiatives

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

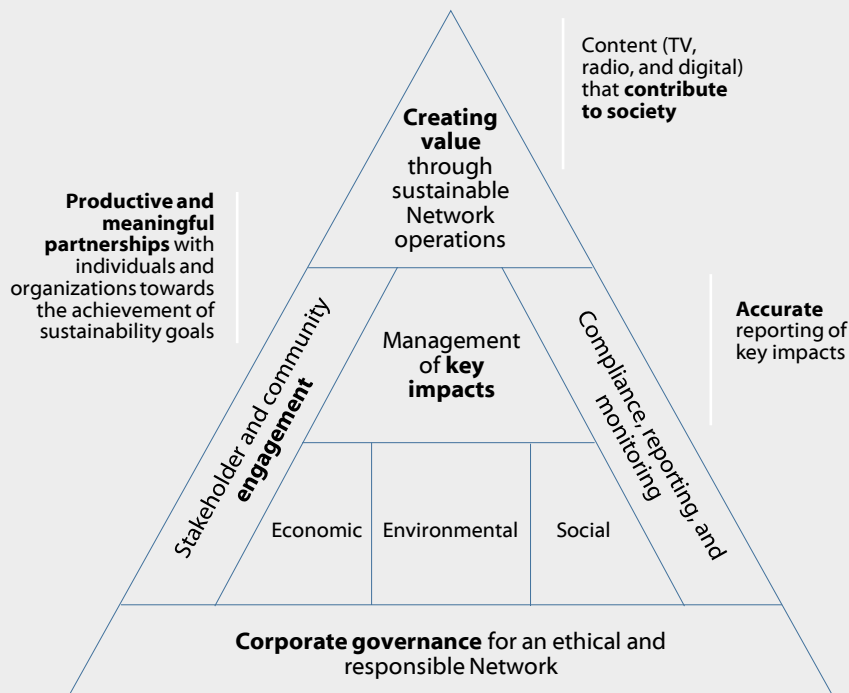
that the social, environmental, and economic concerns of our stakeholders, both internal and external, are at times in tension and we continuously seek ways to address them effectively, efficiently, and innovatively.

In celebration of *World Water Day*, the Network's corps of employee-volunteers **GMA G.I.V.E.S. (Guide, Interact, Volunteer, Educate, Serve)** planted over a thousand propagules and cleaned up the areas along the coastline of Kawit, Cavite in March 2019.



Sustainability 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.

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 a strictly implemented Code of Conduct that promotes among our people a positive attitude of commitment and cooperation. The code further provides management with specific guidelines in an effort to develop and maintain harmonious relationships within the organization, and within the local and international community of business, regulatory, and other entities and partners pursuing the same goals as the Network.

Governance

GMA Network is committed to the principles of good governance and recognizes their importance in safeguarding shareholders' interests and in enhancing shareholder value. The Network has adopted a Revised Manual on Corporate Governance to institutionalize GMA's adherence to these principles. The Revised Manual clearly sets out the principles of good management and defines the specific responsibilities of the Board, the Board Committees, and management within the overall governance framework.

The Board of Directors, led by Chairman and Chief Executive Officer Felipe L. Gozon, **strongly advocates accountability, transparency and integrity in all aspects of the business** and commits themselves to the best practices of governance in the pursuit of the Network's Mission and Vision.

GMA's Board of Directors

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 GMA's long-term strategy and objectives, and management of the Network's risks by ensuring that 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 nine (9) directors, two (2) of whom are independent directors. All nine (9) members of the Board have the expertise, professional experience and background that allow a thorough discussion and deliberation of issues and matters affecting GMA.

The Board is composed of the following:

Name	Position
Felipe L. Gozon	Chairman and CEO
Gilberto R. Duavit, Jr.	President and COO
Joel Marcelo G. Jimenez	Director
Anna Teresa 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



FELIPE L. GOZON

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 three (3) members including the Chairman and CEO, the President and COO, and Director Joel Marcelo G. Jimenez. The President and COO serves as Chairman of the Committee. The Excom acts on matters delegated to it by the Board of Directors. It acts by a majority vote and 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 the Chairman and CEO, and is composed of three (3) other members that include former Chief Justice Artemio V. Panganiban (also the Vice Chairman of the Committee), the President and COO, and Director Joel Marcelo G. Jimenez. 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, will foster the long-term success of the Network, and will secure its competitiveness. The Nomination Committee assists the Board of Directors in ensuring that all nominees are competent and qualified based on internal guidelines. This guarantees that: (a) there is a proper mix of competent directors who will continuously improve shareholder's value; and (b) directors will secure 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 the Chairman and CEO (Chairman of the Committee), former Chief Justice Artemio V. Panganiban (Vice Chairman), with the President and COO, and Director Laura J. Westfall as members. The Committee recommends a formal and transparent framework of remuneration and



Left-right, top-bottom:

Gilberto R. Duavit, Jr.
Joel Marcelo G. Jimenez
Anna Teresa Gozon-Valdes
Judith R. Duavit-Vazquez
Laura J. Westfall
Felipe S. Yalong
Artemio V. Panganiban
Jaime C. Laya

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), and Directors Anna Teresa Gozon-Valdes, Judith R. Duavit-Vazquez, and Laura J. Westfall. The Audit and Risk Management Committee assists the Board in its fiduciary responsibilities by providing an independent and objective assurance to GMA'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 committee provides a general evaluation and gives assistance in the over-all improvement of the risk management, control, and governance process of GMA Network as designed by management and provides assurance that these are properly functioning.

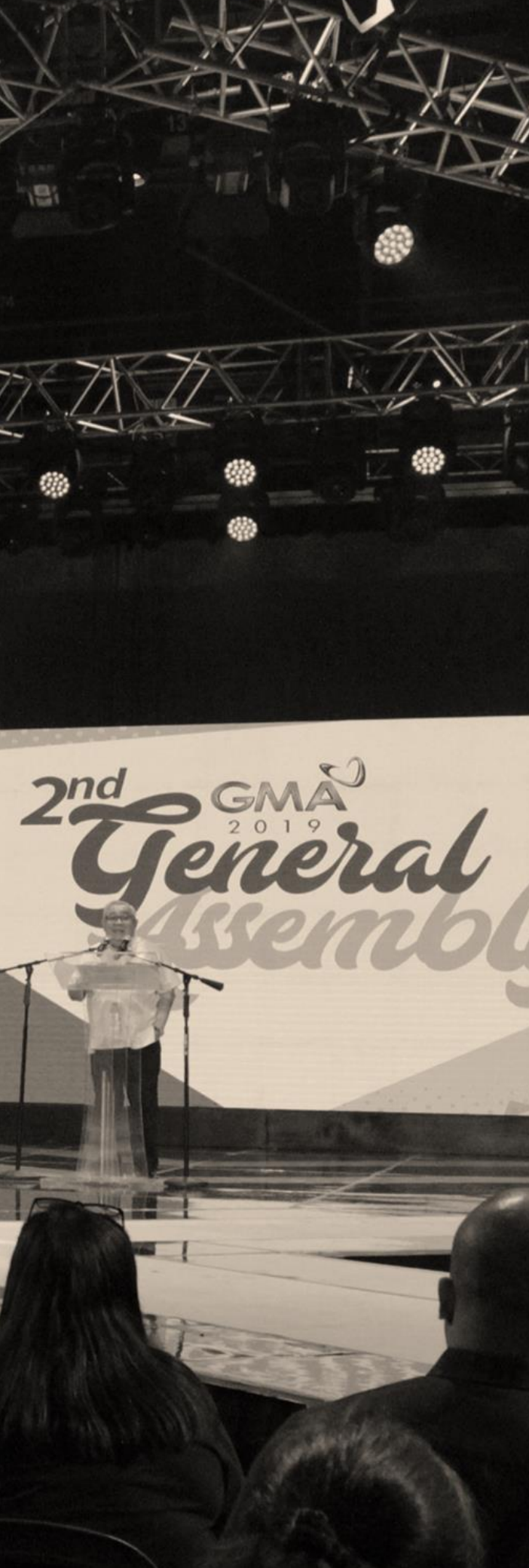
Chief Risk Officer Regie C. Bautista provides relevant information to the committee for decision-making on economic, environmental, and social topics.

Engaging our stakeholders

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 to consistently find mutual ground based on trust, loyalty, and earnest desire to grow and succeed together.

Stakeholders	Key engagement mechanisms	Primary discussion items
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
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 • Periodic general assembly • 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"> • 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
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 and 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
Government agencies and 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 and 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



During GMA Network's **2nd general assembly** in August 2019, loyal employees were recognized for their exemplary service through the years.

Top-bottom, left-right:

- **15 years** service awardees with GMA executives
- **25 years** service awardees with GMA executives
- GMA Entertainment Group Senior Vice President Lilybeth G. Rasonable, recipient of **20 years** service award
- GMA Engineering Senior Vice President Elvis B. Ancheta, one of the service awardees of **30 years**



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**:

Our company is a SUSTAINABLE BUSINESS	We conduct our businesses in an ETHICAL and RESPONSIBLE MANNER	Corporate Governance
	We manage our KEY IMPACTS	Economic Environmental Social
	Our products and services create VALUE TO SOCIETY	Contribution to Sustainable Development

In 2019, after meaningful dialogues with our key stakeholders, we determined that **the material topics that GMA should report on** are the following:

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
- Confirmed incidents of corruption and actions taken

Environmental



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

Social



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



DZBB Trabaho Negosyo Fair
events in 2019 were attended
by **7,338 job-seekers** in
Pampanga, Antipolo, Bulacan,
and Mandaluyong.



Contribution to the economy

To broaden our business and sustain our growth, we keep abreast with developments in the market and leverage on existing content to maximize economic benefits. 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 business planning processes that enable stakeholders to estimate possible financial outcomes 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,

5%

average dividend yield based on IPO price over 12 years

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 12 years, the average dividend yield based on IPO price is 5% per annum.

As a core competence, the Network has proven its mettle in prudent cost and funds management keeping external borrowings at the minimum, or otherwise sustaining operations through wholly internally-generated cash flows. A solid balance sheet and robust bottom line year-on-year remain 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 the statutory requirements. This enables our people to attain socio-economic advancement, and offers tangible proof of the value we place on our best asset.

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, including agencies of the government.

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

The direct economic value generated for the full year 2019 reached P16.5 billion, up P1.3 billion or 8% from a year ago. Propelling the growth were non-recurring revenues from political advocacies and advertisements during the recent mid-term elections. Discounting the impact of the extraordinary revenues, the Network's economic value generated year-on-year grew by about half a billion pesos from regular airtime sales, boosted by the climb in online advertising.

Meanwhile, economic value distributed hiked from P12.0 billion to P12.8 billion, higher by 6% than prior year, but nevertheless at a slower rate than the rise in economic value generated. Production

cost of entertainment and news programs and program rights cost for canned materials accounted for the biggest portion of economic value distributed. Employees' wages and benefits were the second biggest component, measuring P3.7 billion, while taxes paid to the government summed up to P2.6 billion. Investments in the community via donations, CSR and other sponsorships amounted to P39 million, primarily aimed in supporting valuable awareness campaigns that leave an indelible mark on the citizenry. Economic value retained after 12 months in 2019 sealed at P2.6 billion, from P2.3 billion compared to prior year, increasing by 14%.

	Amount (in PHP)
Direct economic value generated (revenue)	16,546,288,355
Direct economic value distributed:	
a. Operating costs	12,760,610,559
b. Employees' wages and benefits	3,652,488,903
c. Dividends given to stockholders and interest payments to loan providers	2,243,822,464
d. Taxes given to government	2,581,741,158
e. Investments to community (e.g. donations, CSR)	38,622,272
Economic value retained	2,639,276,620

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

Sixty-seven percent (67%) of GMA Network's accredited suppliers are Philippine-based (local), with headquarters located across the archipelago—from the Cordillera Administrative Region to Zamboanga City. Purchases from our local suppliers are mostly for production tapings, supplies requirements, repairs and maintenance, professional services, turnkey projects, and construction projects.

67%

of GMA Network's
accredited suppliers are
Philippine-based (local)

In 2019, driven primarily by GMA Network's transition to digital terrestrial TV (DTT) broadcasting, the majority of our procurement budget (56%) was spent on foreign suppliers. These 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 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.

Dingdong Dantes showcases the unseen beauty of planet Earth in GMA's infotainment program **Amazing Earth**. Extraordinary and exceptional wildlife from all over the world are presented, and viewers are brought to different places in the Philippines—from its natural formations and different types of terrain to its fascinating flora and fauna.



Caring for the environment

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 15 other cities and provinces—Ilocos, Tuguegarao, Baguio, Dagupan, Lucena, Legazpi, Naga, Palawan, Cebu, Iloilo, Bacolod, Kalibo, Davao, Cagayan De Oro, and General Santos.

For wider broadcast coverage, we operate TV/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, phase-out of conventional fluorescent lighting to light-emitting diodes (LEDs), deployment of Variable Frequency Drives for the Air-Handling Units, and phase-out of conventional air-conditioning units to inverter-type. In Dagupan, we have started using solar-powered perimeter lights.

In 2019, our **consolidated energy consumption** based on our monitoring and on monthly meter readings is as follows:

2019	
a. Total fuel consumption within the organization from non-renewable sources	16,393 GJ
b. Total fuel consumption within the organization from renewable sources	2 GJ
c. Total electricity consumption	120,499 GJ
d. Total electricity sold	0 GJ
e. Total energy consumption within the organization	136,779 GJ

300,000
KWH

estimated electricity savings every month because of successful implementation of energy-saving measures and projects over the years

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.

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.

Conserving water

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.

In 2019, **our consolidated water consumption** based on our monitoring is as follows:

	2019
a. Total water consumption from all areas	72.08 megaliters
b. Total water consumption from all areas with water stress	0 megaliter

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. We tap additional contractors in Metro Manila to address shortages, such as the water crisis in 2019.

Responsible disposal of wastes

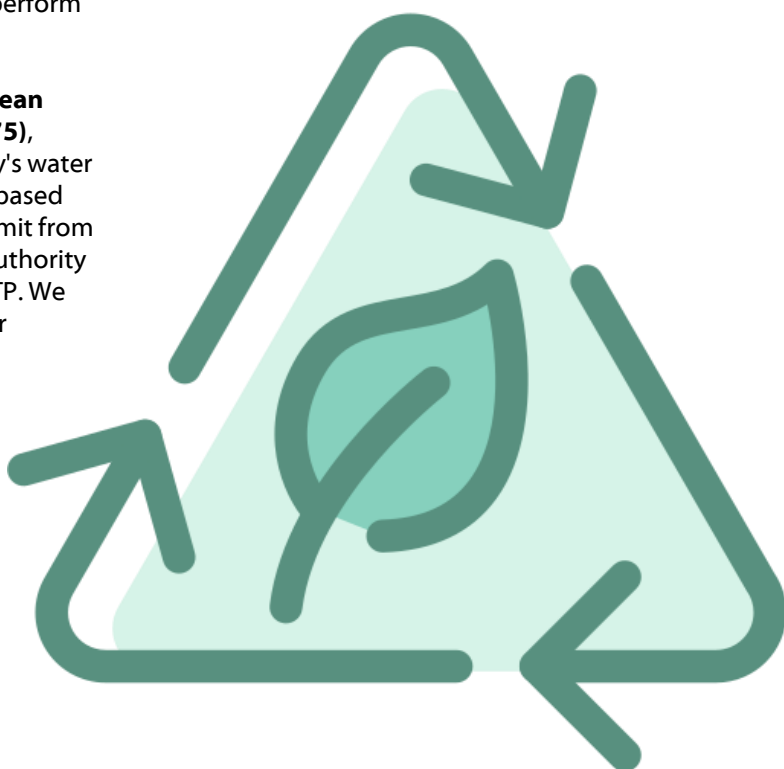
For the health safety of our people and to mitigate any harmful impact on the environment, we are committed to ensure that wastes gathered and collected in our stations are properly handled and disposed. We have instituted strict housekeeping rules and sanitary practices in our offices and transmitter 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.



In 2019, the **total waste we generated** based on our monitoring is as follows:

2019

a. Total weight of hazardous waste	13,264 kg
b. Total weight of non-hazardous waste , with a breakdown by the following disposal methods:	
i. Reuse	84 kg
ii. Recycling	10,362 kg
iii. Composting	257 kg
iv. Landfill	38,043 kg

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.

ELEKSYON 2019

Eleksyon 2019: The GMA News and Public Affairs Special Coverage was a 2-day special coverage on the 2019 national mid-term elections that provided much needed information and updates, and served as a watchdog to uphold clean and honest elections.



Impact on society

Our commitment to a sustainable future begins with building a successful, productive, and responsible workforce. Because our people are our best asset, we strive to create a working environment that promotes our vision for the Network to be the employer of choice in the industry. We provide opportunities to the most capable and highly qualified, who can deliver high-quality performance. Equally important is that we embrace those with integrity and values aligned with the Network's and who 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 constructive performance evaluation periodically to monitor 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

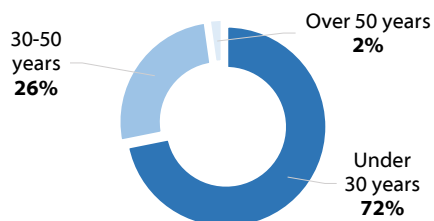
We have teams throughout the Philippines, but the majority is stationed at our headquarters in Metro Manila. To meet our operational and business expansion needs, we are in continuous search for resources and talents. When vacancies open, we first identify qualified and deserving employees within the 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

By age group

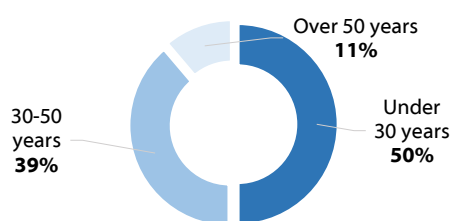


By gender



Turnover

By age group



By gender



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
- Accident leave
- 13th month pay
- SSS, PhilHealth, and Home Development Mutual Fund (HDMF)

Additional

- 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

GMA provides parental leaves (maternity, paternity, and solo parent leaves) beyond what government mandates **to support our employees in looking after their children.**

	Female	Male
Total number of employees that took parental leave	67	101
Total number of employees that returned to work in the reporting period after parental leave ended	67	100
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	64	94
Return to work rates of employees that took parental leave	100%	99%
Retention rates of employees that took parental leave	96%	93%

Keeping our people safe

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 Complex Building Network, the GMA Annex, GMA stations, warehouse and transmitter sites. It also safeguards those working outside GMA premises during tapings, and news/fieldwork coverage.

We have formalized procedures and guidelines to ensure the health and safety of our employees and workers:

- 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

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 tapings.



Promotion of 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 offered by the Network.

Medical and health assessments and programs

- Annual physical/medical examination
- 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)

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

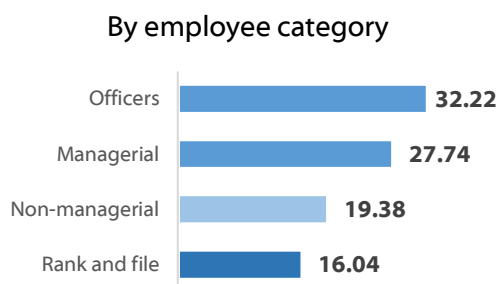
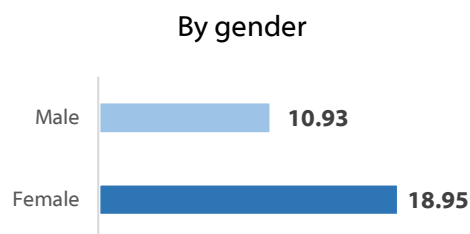
implements our safety and health programs. Moreover, risk assessment is periodically conducted in compliance with the Network's risk management policy.

Training and education

We have instituted a training and development program that is anchored in valuing our employees as our best asset. 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 curriculum, and in some circumstances, we partner with external organizations and professional institutions in the Philippines and abroad.

Average hours of training that GMA Network's employees have undertaken during the reporting period:



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

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

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

Examples are:

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

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 the GMA Network and its subsidiaries, including those who have retired.

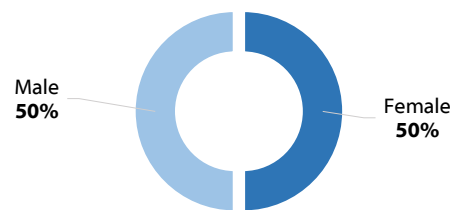
A transition assistance program is also provided to resigned employees to facilitate their continued employability. On a per request basis, we issue Certificate of Employment and/or Certificate of Training.

Diversity and equal opportunity

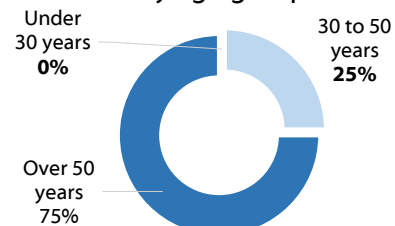
The Network provides opportunities to interested, qualified, and deserving applicants regardless of gender, and without prejudice to those belonging to the vulnerable sector (e.g., the elderly, persons who are differently abled, solo parents, etc). We believe that by embracing diversity and equal opportunity 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 Network's top executives

By gender



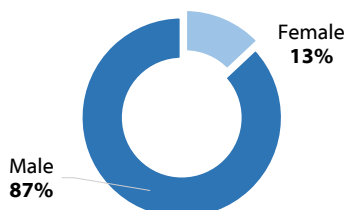
By age group



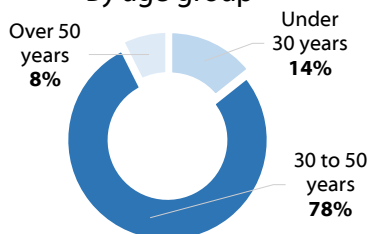
Percentage of individuals per **employee category**:

Rank and file

By gender



By age group

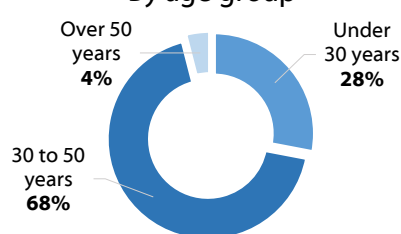


Non-managerial

By gender

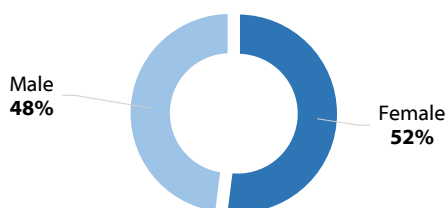


By age group

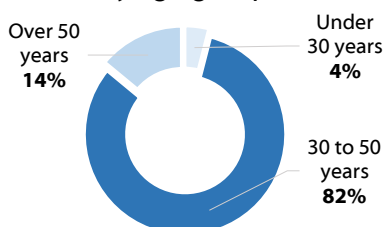


Managerial

By gender



By age group

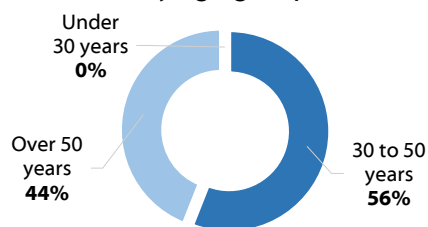


Officer

By gender



By age group



Local communities

With our battle cry ***Local News Matters*** GMA Regional TV (RTV) leads relentless programming efforts that are more attuned to stories, voices, and viewership in areas and regions outside Metro Manila:

- **Balitang Amianan** for North Central Luzon,
- **Balitang Bisdak** for Central and Eastern Visayas,
- **One Western Visayas** for Western Visayas, and
- **One Mindanao** for Northern, Central and Southern Mindanao
- **Regional TV Weekend News** for national airing

RTV news programs tackle relevant localized news in various communities across the Philippines, and serve as the watchdog of local government units (LGUs) and government agencies in the implementation of laws and regulations directly impacting the communities' day-to-day living, bridging the gap and finding solutions to local issues and problems.

Alden Richards and his *The Gift* co-stars boarded the Kapuso Float for the Pamulak sa Kadayawan Float Parade



Public service segment in local news programs

RTV's local news programs have public service segments customized for each region:

- **Balitang Barangay** and **I-Amianan Mo!** in Balitang Amianan,
- **Balita Barangay** in One Western Visayas,
- **Barangay Bisdak** in Balitang Bisdak, and
- **Balitang Barangay** in One Mindanao

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 e-mails of concerned citizens asking intervention to get immediate action from 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
- Highlighting **the best practices of a barangay** that is worth emulating by other barangays

Other feature segments

In addition to public service segments, RTV's local news programs also feature other stories that focus the spotlight on, and give exposure to, the rich culture and various interesting discoveries and treasures of our 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 these are established tourist destinations or newly discovered ones including those from the off-beat tracks within the local news programs' area of responsibility
- **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); giving 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

Supporting the UN SDGs

In 2015, 193 UN 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.



Global Compact Network Philippines

UN SDGs supported



9 News and Public Affairs programs & the GMA News Online website

provided in-depth reports on topics significant to the public



416 episodes of serious documentary TV programs

discussed relevant social issues and current affairs





Radio program/s and public service events:

- **News/commentary content of national and local importance**, e.g., accountability of public officials, corruption, defense and security, order and safety, social issues and concerns
- News coverage of government affairs and public events; partnership with and support to institutions in their projects and public service work



Super Serbisyo: Buhay, Trabaho, at Negosyo

aired every Saturday to cover discussions on **life, sources of livelihood, and entrepreneurial topics**



Radio's Super Serbisyo events

benefited **18 barangays**, helping **4,650 Filipinos**

Super Radyo Super Serbisyo Publiko

provided **5,118 services** ranging from free medicines, counseling, medical consultation, eye checkup, blood sugar tests, blood typing, nutrition, depression education, smoking cessation, body massage, haircut, as well as non-medical services such as helpdesks to address PhilHealth, SSS, Pag-IBIG, and Civil Registrar concerns



DZBB Trabaho Negosyo Fair events

were attended by **7,338 job-seekers** in Pampanga, Antipolo, Bulacan, and Mandaluyong



Super Kalusugan program

aired every Monday, Tuesday, and Thursday to cover **health and wellness discussions**



UN SDGs supported



Kapuso sa Kalikasan segment

of RTV's news programs featured **36 provinces and cities in 2019**. These regional stories and issues focused on the environment and its protection, as well as initiatives of local communities for sustainable development



Amazing Earth

is GMA's infotainment program hosted by Dingdong Dantes. Airing every Sunday, the show presents extraordinary and exceptional wildlife from all over the world, as well as natural formations, different types of terrain, and fascinating flora and fauna in the Philippines



Born to be Wild

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



Biyahe ni Drew

is a popular travel show that takes viewers on a budget-friendly adventure every week, and covers travel hacks, bucket list ideas, and *tipid* tips for local and international destinations



Eleksyon 2019: The GMA News and Public Affairs Special Coverage

was a 2-day special coverage on the 2019 national mid-term elections that provided much needed information and updates, and served as a watchdog to uphold clean and honest elections



Debate 2019: The GMA Senatorial Face Off

was a debate program that aimed to provide a platform where the senatorial candidates were given equal opportunity to introduce themselves and their platforms to the voting public



44 episodes of Bawal ang Pasaway kay Mareng Winnie

dedicated to discussing public issues and holding authorities/public officials accountable



52 episodes of Imbestigador

featured crime investigations and the Philippine criminal justice system



UN SDGs supported



Feature segments within local RTV news programs:

Balitang Barangay

- Displaced tribes and minority groups including but not limited to land dispute issues
- Insensitivities to, discrimination and lack of awareness on cultural beliefs and traditions of tribes and minority groups

GMA Regional TV Presents

is a platform for Filipinos in the regions including minority and tribal groups through mini-documentaries on personalities and issues

Kwento ng Pilipino

features stories of triumph about ordinary Filipinos told from their own perspective and stories highlighting the uniqueness and diversity of Filipino minority and tribal groups

Pista sa Amianan, Fiesta Mindanao, Pistang Bisdak, and Fies-Ta!

are features on local festivals and fiestas of towns, municipalities, and even unique barangay celebrations

My Mindanao, Bisdak Laagan Society, and My Western Visayas

features crowd-sourced videos showing the travel adventures of regional contributors

Trip Natin, Suroy Ta!, Manlaag Ta, and Lagaw Ta

are travel features on local scenic spots whether these are established tourist destinations or newly discovered ones even those from the off-beat tracks within the local news programs' area of responsibility

5,500+

provided with employment opportunities and source of livelihood

4 concrete and steel bridges constructed

to connect remote communities to trade and learning centers under the **Kapuso Tulay Para Sa Kaunlaran Project** of Kapuso Foundation

9,950 participants from 7 universities

enabled by RTV's Master Class Series (1st edition) to exercise their rights to vote wisely for a more progressive Philippines

10,725 participants

in livelihood seminars conducted by RTV through Kapuso Barangayan activities

28,200 sacks of rice

given to GMA employees

120 days of sustained feeding

of indigent children suffering from severe malnutrition under the **Give-A-Gift: Feed A Child Project** of Kapuso Foundation

Provided immediate disaster relief goods and assistance

during natural and man-made calamities nationwide through **Operation Bayanihan** of Kapuso Foundation



Other contributions to individual UN SDGs



4 roving medical missions

conducted in remote areas to provide basic health services under the **Kalusugan Karavan** project of Kapuso Foundation

120 days of sustained feeding

to indigent children suffering from severe malnutrition under the **Give-A-Gift: Feed A Child** project of Kapuso Foundation

Provided free chemotherapy treatment including medicines

to underprivileged children stricken with cancer through **Give-A-Gift: Kapuso Cancer Champions** project of Kapuso Foundation

Health-care programs given to employees:

- A clinic facility caters to the health needs of employees
- Annual physical examination
- Random drug testing
- Year-round health fair activities/fora

Provided free minor surgical operations to indigent children

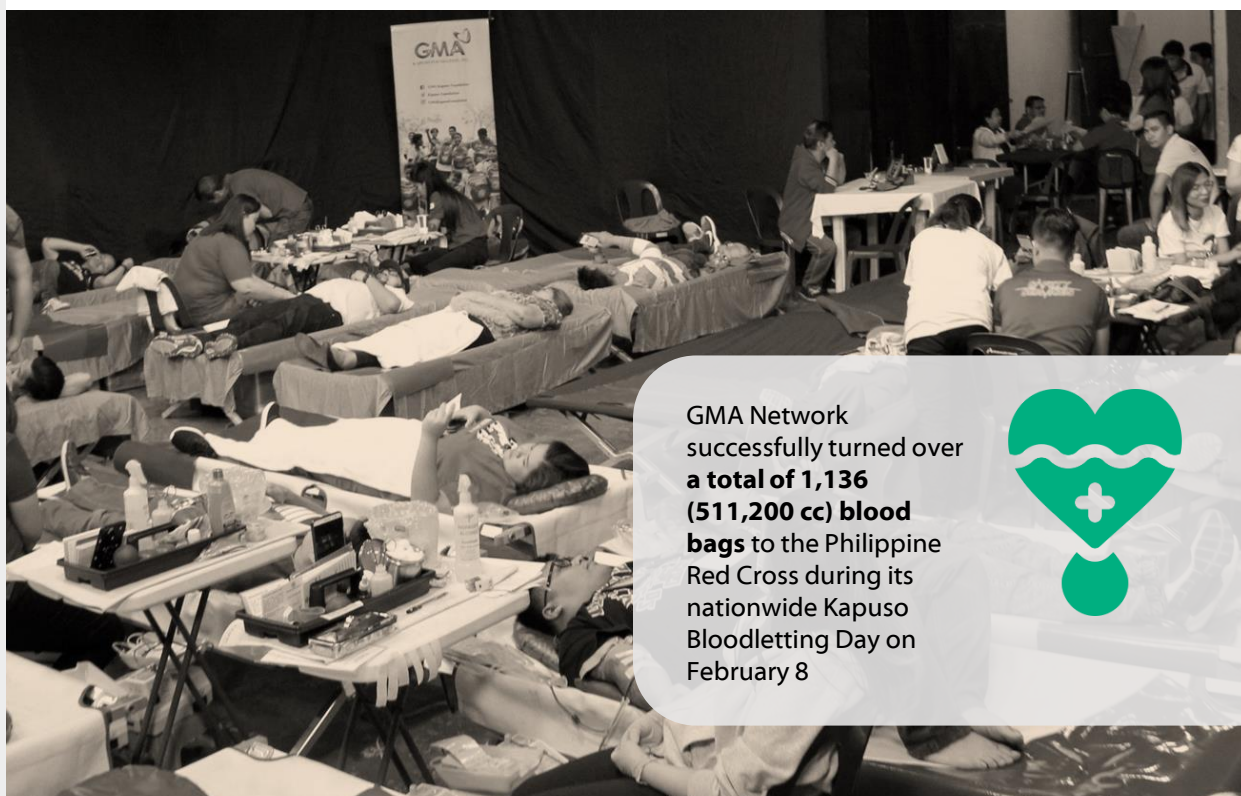
in partnership with volunteer pediatric surgeons and medical societies through **Give-A-Gift: Surgical Project** project of Kapuso Foundation

Medical assistance

given to impoverished Filipinos through free medicines, surgical supplies, laboratory exams and other basic medical services through the **Bisig Bayan** project of Kapuso Foundation

47 episodes of *Pinoy MD*,

a weekly magazine show dedicated to health and wellness discussions, also broadcast on radio



GMA Network successfully turned over a total of **1,136 (511,200 cc) blood bags** to the Philippine Red Cross during its nationwide Kapuso Bloodletting Day on February 8



1,141 beneficiaries

of the medical assistance provided by ***Kapwa Ko Mahal Ko (KKMK)*** by giving medicines, laboratory and diagnostic procedures, and surgery assistance, among others

87 medical missions through *Gamot para sa Kapwa*

in KKMK's partnership with SM Foundation benefited **79,738 individuals** nationwide

Beneficiaries of *Batang Kanser* program

were children with Acute Lymphocytic Leukemia, who received financial assistance from KKMK, in partnership with the Rotary Club of Makati Uptown

KKMK's public service TV show segment *Sagot ni Dok*

educated the general public on various health-related matters, in partnership with Philippine College of Physicians

Provided psychosocial support for *Batang Kanser* program beneficiaries

through various events initiated by the KKMK:

- **MARS live taping** was watched by BK kids
- **Educational tours** at Gardenia Bakeries Philippines in Laguna and AMSPEC (Crayola) in Muntinlupa for BK kids
- **Other events** that treated BK kids to food, fun, and surprises, sponsored by benefactors

52 *Pinas Sarap* episodes

aimed for viewers to understand and learn more about Filipino food, and showcased the history behind featured local dish and the latest Filipino cuisines



6 *Mars Pa More* episodes

highlighted trends and activities for mothers, and special bonding moments shared by mothers and their children

6 *Sarap Di Ba* episodes

tackled relatable topics about family, food, and fun activities

140 features of *Mangan Tila/Kumbira/Lami Syah/Namiit!*

on healthy, unique or popular dishes and delicacies in RTV's news programs

115 ordinary Filipinos nationwide

featured in the **#SpreadKindess** segment of RTV's news programs

Beneficiaries of RTV's *Kapuso Barangayan* activities

in 2019 were as follows:

- **7,290** received free haircut and massage; wellness and beauty care services
- **1,400** had free optical/dental/medical services
- **1,550** received first aid training
- **849** participated in bloodletting programs

Other contributions to individual UN SDGs



Every year, Kapuso Foundation distributes **80,000 school bags** with complete sets of school supplies to incoming Kindergarten and Grade 1 students nationwide



441 classrooms constructed

under the **Kapuso School Development** program of Kapuso Foundation for underprivileged students in public schools

7 college scholars

sponsored by GMA in 2019

P11M+

spent on trainings and seminars for GMA employees in 2019

52 iBilib episodes

featured scientific experiments and exploring scientific facts and theories

52 Aha! episodes

featured facts and trivia, primarily geared towards educating children and youth

400 participants

of RTV's **Master Class series** to discuss Mass Media Production and Creative Work

1,100+

women in GMA's workforce

50%

of GMA Network, Inc's top executives are women



Other contributions to individual UN SDGs



Water collection facilities

were set up in remote GMA TV relay station sites (on top of mountains)

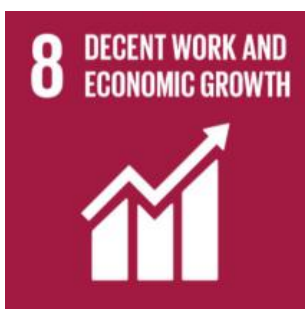


Solar-powered

perimeter lights are utilized in Dagupan

Energy-efficient solid-state transmitters

are installed and operated nationwide



5,500+

provided with employment opportunities and source of livelihood

10,725 participants

in livelihood seminars conducted by RTV through **Kapuso Barangayan** activities

78 stories featured in RTV's news programs

in the following segments:

- *May Trabaho Ka, Kapuso!*
- *May Trabaho Ka*
- *Extra*
- *May Trabaho Ka*



4 concrete and steel bridges constructed

to connect remote communities to trade and learning centers under the **Kapuso Tulay Para Sa Kaunlaran Project** of Kapuso Foundation

Roll out of digital terrestrial TV broadcast stations in 2019

Other contributions to individual UN SDGs

52 Kapuso Mo, Jessica Soho episodes

featured stories on food, urban legends, trends, and pop culture

52 episodes of Wish Ko Lang!,

a public service show that provided assistance to those in need and taught valuable lessons

52 Good News episodes

featured trending feel-good stories in the Philippines and offered fashion tips, affordable travel destinations, and healthy recipes

52 episodes of Tadhana,

a drama anthology that features the lives of Overseas Filipino Workers

Energy-efficient solid-state transmitters

are installed and operated nationwide

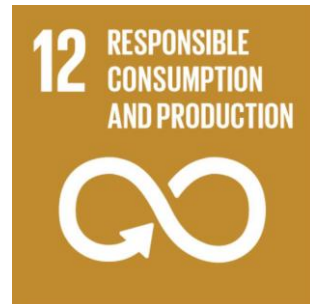
79 private entities

32 government agencies

25 non-profit organizations

7 universities and learning institutions

Embassy of Japan in the Philippines



GRI context index

GRI indicator	Required disclosure	Reference
GRI 102: GENERAL DISCLOSURES		
1. Organizational profile		
Disclosure 102-1	Name of the organization	p 6
Disclosure 102-2	Activities, brands, products, and services	p 8
Disclosure 102-3	Location of headquarters	p 6
Disclosure 102-4	Location of operations	p 8
Disclosure 102-5	Ownership and legal form	pp 6, 9
Disclosure 102-6	Markets served	p 8
Disclosure 102-7	Scale of the organization	p 22
Disclosure 102-8	Information on employees and other workers	pp 30-37
Disclosure 102-9	Supply chain	p 23
Disclosure 102-10	Significant changes to the organization and its supply chain	Not applicable
Disclosure 102-11	Precautionary principle or approach	Not applicable
Disclosure 102-12	External initiatives	pp 40-50
Disclosure 102-13	Membership of associations	pp 40-50
2. Strategy		
Disclosure 102-14	Statement from senior decision-maker	p 3
Disclosure 102-15	Key impacts, risks, and opportunities	pp 10-11
3. Ethics and integrity		
Disclosure 102-16	Values, principles, standards, and norms of behavior	pp 7, 12-18
4. Governance		
Disclosure 102-18	Governance structure	pp 12-14
5. Stakeholder engagement		
Disclosure 102-40	List of stakeholder groups	p 15
Disclosure 102-41	Collective bargaining agreements	42.17%
Disclosure 102-42	Identifying and selecting stakeholders	p 15
Disclosure 102-43	Approach to stakeholder engagement	p 15
Disclosure 102-44	Key topics and concerns raised	p 15
6. Reporting practice		
Disclosure 102-45	Entities included in the consolidated financial statements	p 9
Disclosure 102-46	Defining report content and topic Boundaries	pp 17-18
Disclosure 102-47	List of material topics	p 18
Disclosure 102-48	Restatements of information	Not applicable
Disclosure 102-49	Changes in reporting	Not applicable
Disclosure 102-50	Reporting period	January 1, 2019 to December 31, 2019
Disclosure 102-51	Date of most recent report	Not applicable
Disclosure 102-52	Reporting cycle	Annual
Disclosure 102-53	Contact point for questions regarding the report	p 2
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	p 2
Disclosure 102-55	GRI content index	pp 53-56
Disclosure 102-56	External assurance	Internal Audit

GRI context index (cont'd)

GRI indicator	Required disclosure	Reference
GRI 201: ECONOMIC PERFORMANCE		
Disclosure 103-1	Explanation of the material topic and its Boundary	pp 20-21
Disclosure 103-2	The management approach and its components	pp 20-21
Disclosure 103-3	Evaluation of the management approach	pp 20-21
Disclosure 201-1	Direct economic value generated and distributed	pp 21-22
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	p 22
Disclosure 201-4	Financial assistance received from government	We did not receive financial assistance from the government
GRI 204: PROCUREMENT PRACTICES		
Disclosure 103-1	Explanation of the material topic and its Boundary	p 23
Disclosure 103-2	The management approach and its components	p 23
Disclosure 103-3	Evaluation of the management approach	p 23
Disclosure 204-1	Proportion of spending on local suppliers	p 23
GRI 205: ANTI-CORRUPTION		
Disclosure 103-1	Explanation of the material topic and its Boundary	p 23
Disclosure 103-2	The management approach and its components	p 23
Disclosure 103-3	Evaluation of the management approach	p 23
Disclosure 205-1	Operations assessed for risks related to corruption	p 23
Disclosure 205-3	Confirmed incidents of corruption and actions taken	p 23
GRI 302: ENERGY		
Disclosure 103-1	Explanation of the material topic and its Boundary	p 24
Disclosure 103-2	The management approach and its components	p 24
Disclosure 103-3	Evaluation of the management approach	p 24
Disclosure 302-1	Energy consumption within the organization	p 25
GRI 303: WATER AND EFFLUENTS		
Disclosure 103-1	Explanation of the material topic and its Boundary	pp 26-27
Disclosure 103-2	The management approach and its components	pp 26-27
Disclosure 103-3	Evaluation of the management approach	pp 26-27
Disclosure 303-1	Interactions with water as a shared resource	pp 26-27
Disclosure 303-5	Water consumption	p 26

GRI context index (cont'd)

GRI indicator	Required disclosure	Reference
GRI 306: EFFLUENTS AND WASTE		
Disclosure 103-1	Explanation of the material topic and its Boundary	pp 27-28
Disclosure 103-2	The management approach and its components	pp 27-28
Disclosure 103-3	Evaluation of the management approach	pp 27-28
Disclosure 306-2	Waste by type and disposal method	p 28
GRI 307: ENVIRONMENTAL COMPLIANCE		
Disclosure 103-1	Explanation of the material topic and its Boundary	pp 24, 27-28
Disclosure 103-2	The management approach and its components	pp 24, 27-28
Disclosure 103-3	Evaluation of the management approach	pp 24, 27-28
Disclosure 307-1	Non-compliance with environmental laws and regulations	pp 24, 27-28
	<u>Fines and penalties:</u>	
	<ul style="list-style-type: none"> 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		
Disclosure 103-1	Explanation of the material topic and its Boundary	pp 30-31
Disclosure 103-2	The management approach and its components	pp 30-31
Disclosure 103-3	Evaluation of the management approach	pp 30-31
Disclosure 401-1	New employee hires and employee turnover	p 31
Disclosure 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p 32
Disclosure 401-3	Parental leave	p 32

GRI context index (cont'd)

GRI indicator	Required disclosure	Reference
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
Disclosure 103-1	Explanation of the material topic and its Boundary	<i>p 33</i>
Disclosure 103-2	The management approach and its components	<i>p 33</i>
Disclosure 103-3	Evaluation of the management approach	<i>p 33</i>
Disclosure 403-1	Occupational health and safety management system	<i>p 33</i>
Disclosure 403-5	Worker training on occupational health and safety	<i>p 33</i>
Disclosure 403-6	Promotion of worker health	<i>p 34</i>
GRI 404: TRAINING AND EDUCATION		
Disclosure 103-1	Explanation of the material topic and its Boundary	<i>p 35</i>
Disclosure 103-2	The management approach and its components	<i>p 35</i>
Disclosure 103-3	Evaluation of the management approach	<i>p 35</i>
Disclosure 404-1	Average hours of training per year per employee	<i>p 35</i>
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	<i>p 36</i>
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	<i>p 35</i>
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure 103-1	Explanation of the material topic and its Boundary	<i>p 36</i>
Disclosure 103-2	The management approach and its components	<i>p 36</i>
Disclosure 103-3	Evaluation of the management approach	<i>p 36</i>
Disclosure 405-1	Diversity of governance bodies and employees	<i>pp 36-37</i>
GRI 413: LOCAL COMMUNITIES		
Disclosure 103-1	Explanation of the material topic and its Boundary	<i>pp 38-39</i>
Disclosure 103-2	The management approach and its components	<i>pp 38-39</i>
Disclosure 103-3	Evaluation of the management approach	<i>pp 38-39</i>
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	<i>pp 38-39</i>



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