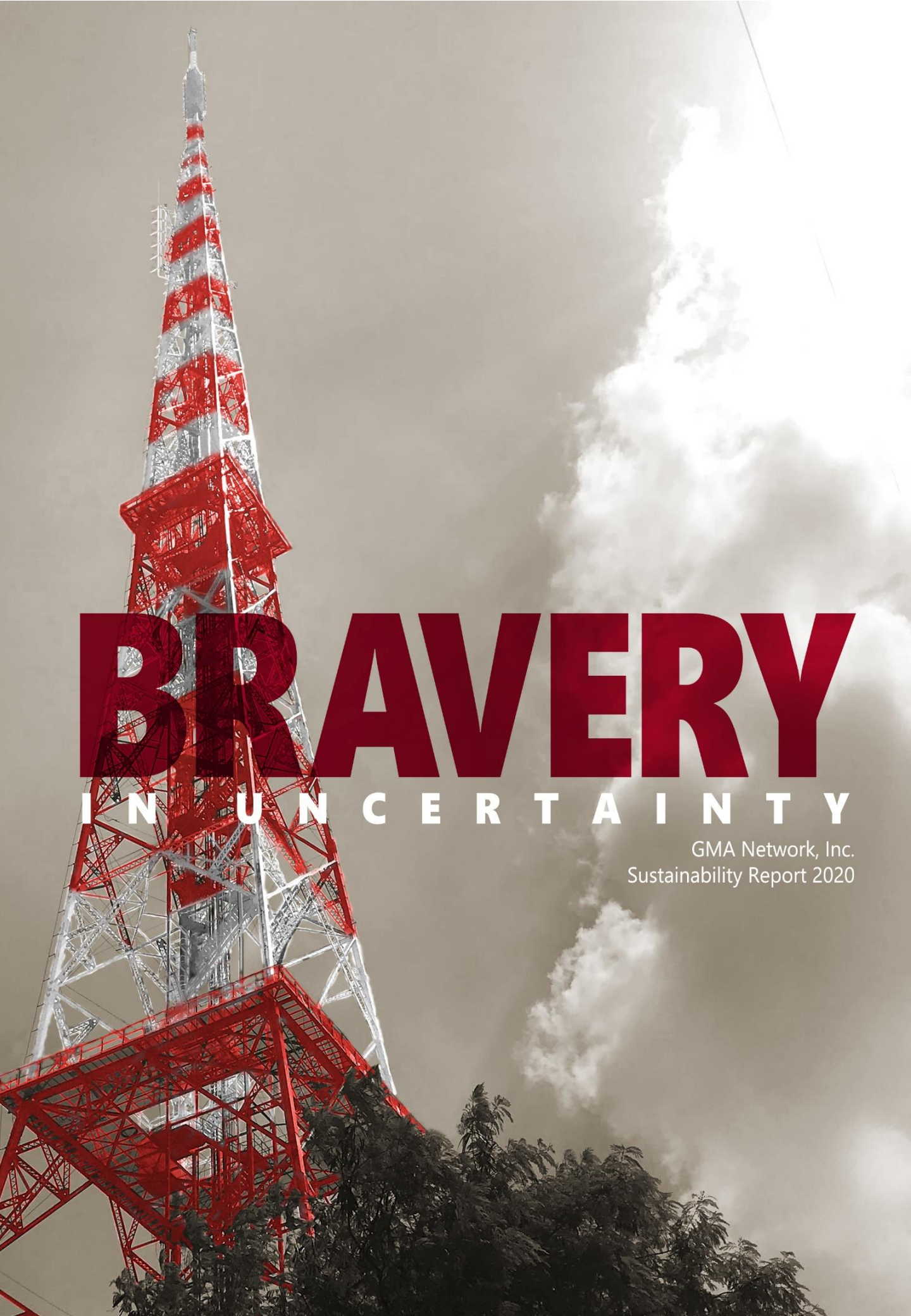




BRAVERY

IN UNCERTAINTY

GMA Network, Inc.
Sustainability Report 2020

GMA Regional TV's **Kapuso
Barangayan on Wheels (KBoW)**

*in Brgy. Lanas, Mangaldan, Pangasinan
on September 2, 2020; KBoW provided
families with food packs, rice, and
groceries, as well as locally produced
vegetables in different barangays across
the country. In 2020, KBoW was able to
extend assistance to a total of 7,410
families amidst the COVID-19 pandemic.*





“

GMA, as the country's most trusted Network, **remains on the field and steadfast in its commitment** to deliver unbiased and accurate news, information, and superior entertainment programs to Filipino homes here and abroad.

FELIPE L. GOZON
Chairman and CEO



Bravery in Uncertainty headlines GMA Network's 2020 sustainability report, covering the year ended December 31, 2020, 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 2020 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).



Posted in front of GMA Network Center along Timog Avenue in Quezon City was a message of gratitude for all frontliners **#HEROES**

From our *Chairman and CEO*

We are living in one of the most vulnerable moments in history. We continue to see it in the news we air: a pandemic we never thought we'd experience in our lifetime, the world on lockdown, the significant loss of lives, compounded by natural disasters such as volcanic eruptions and typhoons.

During these unprecedented times, as many stay home to curb the spread of the virus, GMA, as the country's most trusted Network, remains on the field and steadfast in its commitment to deliver unbiased and accurate news, information, and superior entertainment programs to Filipino homes here and abroad. Through the stories we tell and the partnerships we have built, we continue to deepen the awareness around issues affecting our society, environment, and economy.

Guided by our corporate purpose, vision, and values, we remain committed to making a meaningful impact while sustainably creating value for our stakeholders. In this report, you will see how we continue to take this commitment to heart.

Today and in the generations to come, we will always remain committed to building a better future. This our pledge to our Kapuso viewers who have supported us through 7 decades, and in many more to come.

**Sa ano mang oras at panahon,
palagi po kaming mananatiling,
Buong Puso Para Sa Pilipino.**



FELIPE L. GOZON

Chairman and
Chief Executive Officer (CEO)





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GMA Network: The Philippines' leading broadcasting company

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. Based on Nielsen Philippines, GMA **reached over 84 million Filipinos across the country** with 48.8 percent people audience share in Nationwide Urban TV Audience Measurement (NUTAM) for the year 2020.

Headquartered in Quezon City, GMA operates a network of **85 TV stations and 23 radio stations** throughout the country.

Also known as **the Kapuso (One in Heart) Network**, GMA brings superior Entertainment and the responsible, unbiased, and timely delivery of accurate News and Information to Filipinos worldwide. Its flagship channel, GMA, broadcasts free-to-air via VHF channel 7 and its permanent digital TV signal on UHF channel 15.

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.

The Network is now recognized **as one of the 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.

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**.

Our *brand portfolio*



GMA and Gtv* are free-to-air TV channels that are broadcast throughout the Philippines



GMA Regional TV (RTV) is our 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 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.

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.

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

***Gtv is the re-branded GMA News TV in the Philippines**

Consumer products: Digital TV receivers



GMA Affordabox is a device that allows analog TV to receive digital TV broadcast. Over 1M GMA Affordabox units were sold in the market only 7 months after its launch.

GMA Now is a mobile digital TV broadcast receiver that comes with exclusive features *GMA Videos On-Demand* for streaming videos, *Groupee* for chatting with friends, and *Interactive Promos*.



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, licensing, 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.

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.

GMA Network's purely DTT free-to-air channels



Launched in 2021 (on test broadcast starting December 2020)



Launched in 2021

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:

	Principal activities	Percentage of ownership	
		Direct	Indirect
ENTERTAINMENT BUSINESS			
Alta Productions Group, Inc. (Alta)	Pre and post-production services	100	-
Citynet Network Marketing and Productions, Inc. (Citynet)	Television entertainment production	100	-
GMA Network Films, Inc.	Film production	100	-
GMA New Media, Inc. (GNMI)	Converging technology	100	-
GMA Worldwide (Philippines), Inc.*	International marketing, handling foreign program acquisitions and international syndication of the GMA Network’s program	100	-
Scenarios, Inc.**	Design, construction and maintenance of sets for TV, stage plays and concerts; transportation services	100	-
RGMA Marketing and 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
ADVERTISING BUSINESS			
GMA Marketing & Productions, Inc. (GMPI)****	Exclusive marketing and sales arm of GMA Network’s airtime, events management, sales implementation, traffic services and monitoring	100	-
Digify, Inc.*****	Crafting, planning and handling advertising and other forms of promotion including multi-media production	-	100
OTHERS			
Media Merge Corporation*****	Business development and operations for GMA Network’s online publishing and advertising initiatives	-	100
Ninja Graphics, Inc.*****	Ceased commercial operations in 2004	-	51

*Ceased commercial operations in 2020

**Under liquidation

***Indirectly owned through Citynet

****Ceased commercial operations in 2015

*****Indirectly owned through GNMI

*****Indirectly owned through GNMI; ceased commercial operations in 2020

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



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.

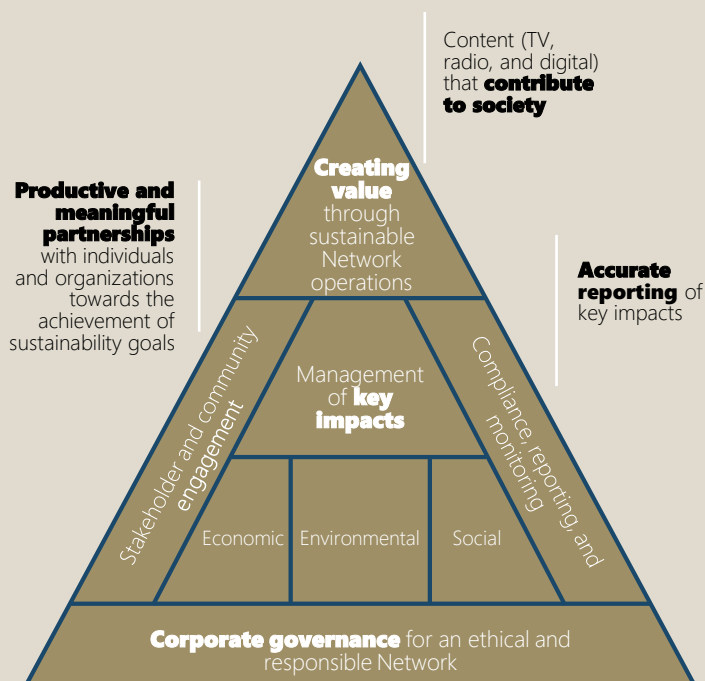
Sustainability strategy

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.

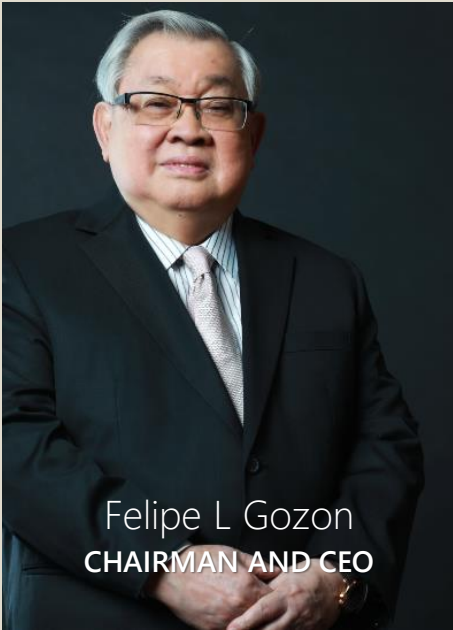
The Board of Directors, led by Chairman and Chief Executive Officer Felipe L. Gozon, **strongly advocates accountability, transparency and integrity in all aspects of the business** and commits themselves to the best practices of governance in the pursuit of the Network's Mission and Vision.

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.

OUR BOARD



Felipe L Gozon
CHAIRMAN AND CEO



Gilberto R Duavit, Jr
PRESIDENT AND COO



Jose Marcelo G
Jimenez
DIRECTOR



Anna Teresa
Gozon-Valdes
DIRECTOR



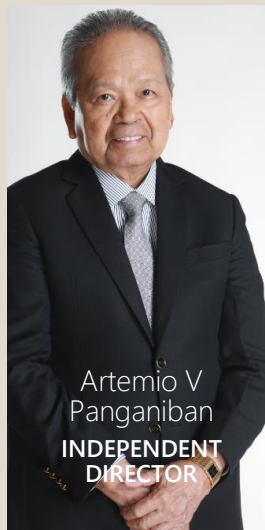
Judith R Duavit-
Vazquez
DIRECTOR



Laura J Westfall
DIRECTOR



Felipe S Yalong
**CFO AND
EXECUTIVE VICE
PRESIDENT**



Artemio V
Panganiban
**INDEPENDENT
DIRECTOR**



Jaime C Laya
**INDEPENDENT
DIRECTOR**

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 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.

As COVID-19 spread across the globe and strict quarantine measures are implemented in the Philippines, the

majority of GMA's desk workforce started working from home, on rotation, or otherwise under alternative working arrangements. While stakeholder management always requires thinking ahead, the "new normal" necessitated even increased planning efforts. Virtual meeting platforms were quickly adopted, as well as the expanded use of online messaging and remote work facilitation tools to maintain regular communication and effective engagement. By maximizing the use of technology, GMA endeavors to keep an empathic approach in dealing with our stakeholders under the COVID-19 crisis.

A virtual event was held on December 17, 2020 to mark the official signing of a landmark deal between GMA Network and the National Collegiate Athletic Association (NCAA) covering the broadcast rights for NCAA Season 96 to 101.



Stakeholders	Key engagement mechanisms	Primary discussion items
Investors (equity and debt)	• Annual stockholders' meeting • Small group meetings • Reports and disclosures • Written correspondences • Conferences • Website • Press releases	• Operational and financial performance • Risks and opportunities
GMA's workforce (management, employees, talents, service providers)	• Company policies and procedures • Employee handbook • Memoranda and other written correspondences • Monthly Kapuso Magazine • Chairman's <i>State of the Network Address</i> (in lieu of the 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*	• 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	• Business meetings and events • Contracts • Written correspondences	• Engagement economics • Risks and opportunities • Creating value for clients and audience
Viewers	• Broadcast and live events • Hotline • Email • Website and social media	• Viewership
Partners and suppliers	• Business meetings and events • Contracts • Written correspondences	• Continuous improvement of value chain to increase efficiency and reduce negative impacts • Creating value for stakeholders
Government agencies and regulators	• Seminars and briefings • Meetings • Written correspondences • Website and social media	• Ensuring compliance with laws and regulations
Local and international communities	• Public service operations • Community events • Website and social media	• Setting and meeting high standards for the community • Creating value for society

*These programs were put on hold in 2020 when most of GMA employees were under alternative working arrangements.

Reporting practice

GMA Network adheres to a high level of corporate disclosure and transparency standard regarding the Network’s financial condition and state of corporate governance. Through the Investor Relations and Compliance Division (IRCD), shareholders are provided disclosures, announcements and periodic reports filed with the Securities and Exchange Commission (SEC) and the Philippine Stock Exchange (PSE). These are also available online through the Investor Relations portion of the Network’s website www.gmanetwork.com/corporate/ir.

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

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

GMA’s sustainability reporting is guided by the framework illustrated here in order to make the process **relevant and value adding**:



In 2020, after meaningful dialogues with our key stakeholders, we determined that the material topics that GMA should report on 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



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.

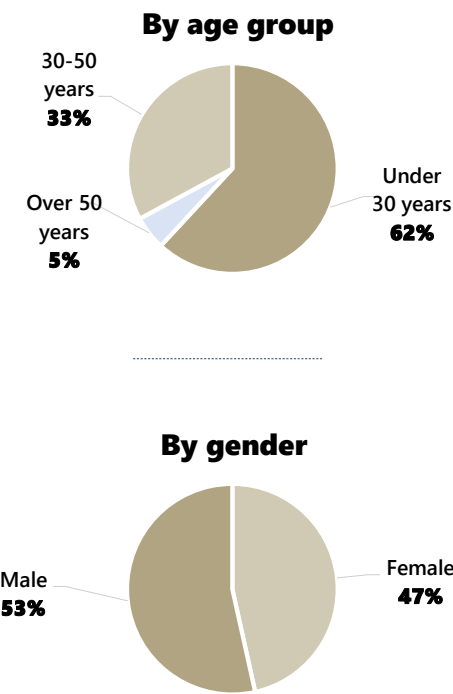
Employment

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,

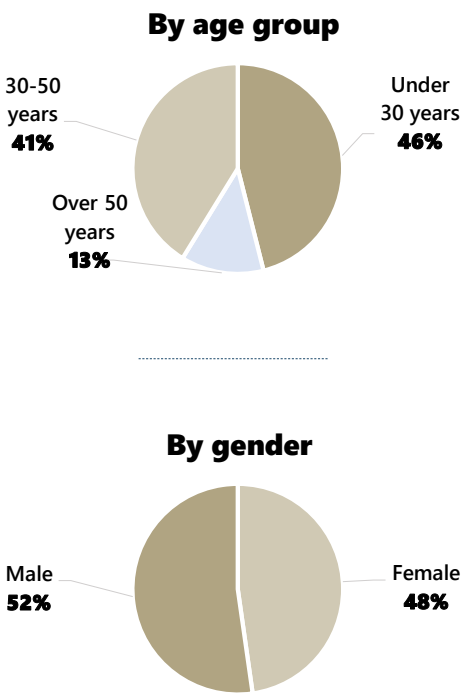
we establish strategic partnerships with organizations that allow us to augment our reach, and tap a wider and more diverse pool of candidates.

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



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
- 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



Benefits related to COVID-19

- Advance use of leaves
- Cash advance
- Meal provision for those physically reporting to work during ECQ and MECQ
- Transportation service for those physically reporting for work during ECQ and MECQ
- 14 days quarantine charged to company time if exposure is due to work
- Paid RT-PCR test if exposure is due to work
- Hazard pay
- Internet subsidy
- Laptop plan
- Provided PPEs to workers (i.e., disinfectants, face masks, face shields)
- Installation of satellite clinic

	Female	Male
GMA provides parental leaves (maternity, paternity, and solo parent leaves) beyond what government mandates to support our employees in looking after their children.	Total number of employees that took parental leave	6373
	Total number of employees that returned to work in the reporting period after parental leave ended	6372
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	6171
	Return to work rates of employees that took parental leave	100%99%
	Retention rates of employees that took parental leave	97%97%



WE STAYED
AT WORK
FOR YOU
PLEASE YOU
STAY AT HOME
FOR US

#SERBISYONG TOTOD

Safety first for our people

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, which were continuously offered by the Network amidst the pandemic.

Medical and health assessments and programs

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

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

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.

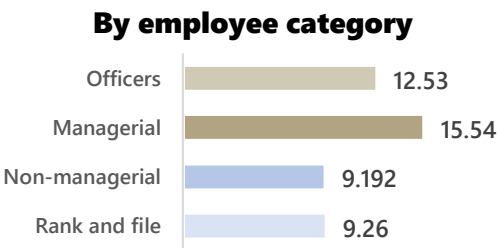
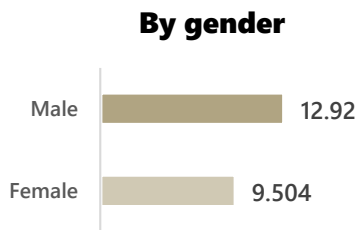
Training and education

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.

Adapting to the "new normal" in 2020, we shifted in delivering training programs to new and digital ways by offering courses through live streaming and on-demand webinars.

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.

Apart from the year-round learning and development programs, HRDD curated a new collection of learning courses in response to the pandemic, such as:

- Resilience: Finding Strength in the Present Moment
- Working in a Virtual World
- Leading Virtual Teams
- Coping with COVID-19 Stress

HRDD also established an in-house One Digital HR Learning Management System (ODHR LMS) powered by Talent LMS to access the training courses anytime, anywhere while employees work from home or on-duty.

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.



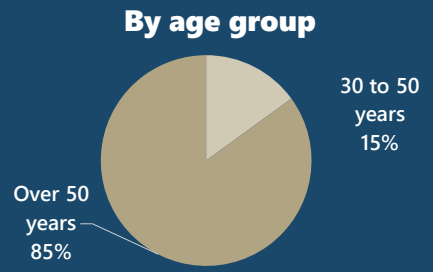
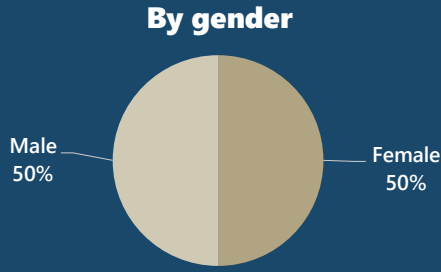


Diversity and *equal* opportunity

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

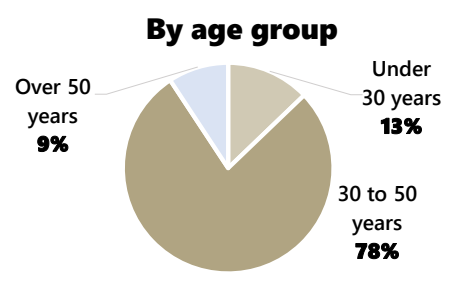
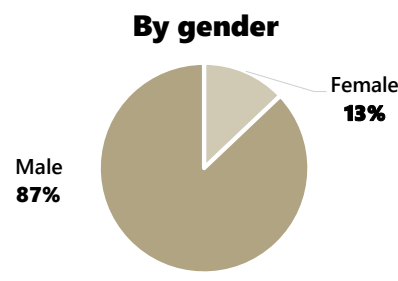
diversity and equal opportunity in our workforce, we are supporting a progressive culture that is optimal and conducive to achieving the best results in our operations. Our inclusiveness is key in advancing our goal to attract and retain the best people.

Percentage of individuals within GMA Network's top executives

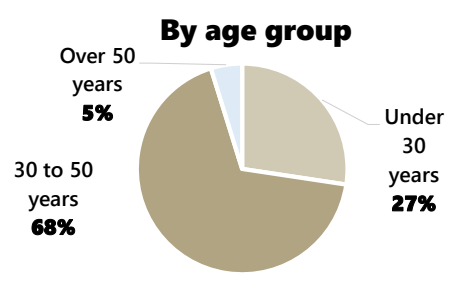
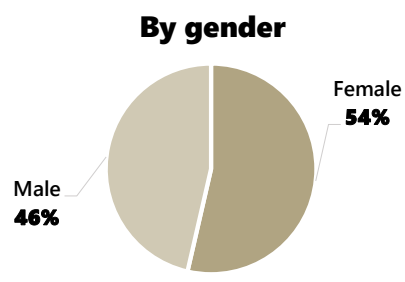


Percentage of individuals per employee category

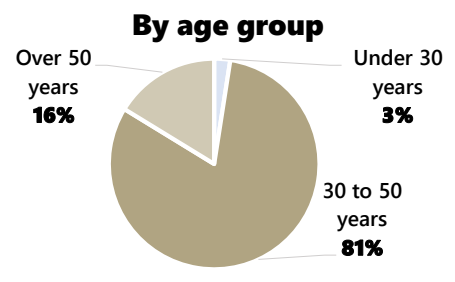
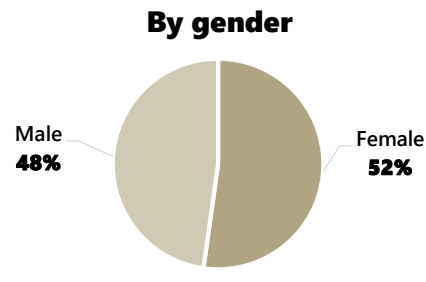
Rank and file



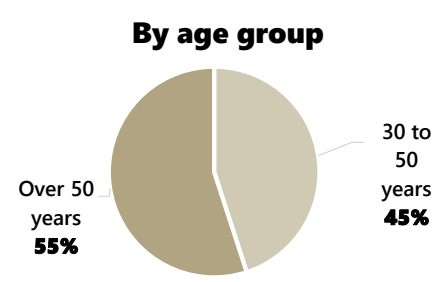
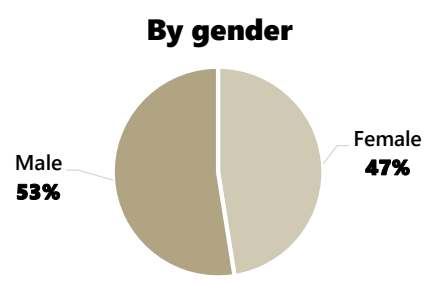
Non-managerial



Managerial



Officer



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 key cities and provinces across the Philippines.

Flagship Weekday Newscasts on regional channels

- **Balitang Amianan** for North Central Luzon,
- **Balitang Bisdak** for Central and Eastern Visayas,
- **One Western Visayas** for Western Visayas
- **One Mindanao** for Northern, Central, South Central, Western, and Southern Mindanao

Flagship Saturday Newscast on national TV

- **Regional TV Weekend News**

Flagship Weekday Morning Programs on regional channels

- **GMA Regional TV Live!** for Central and Eastern Visayas
- **At Home with GMA Regional TV** for Northern, Central, South Central, Western, and Southern Mindanao
- **GMA Regional TV Early Edition** for Western Visayas
- **Mornings with GMA Regional TV** for North Central Luzon

RTV local programs and specials 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.



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
- **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 projects
- Highlighting **the best practices of a barangay** that is worth emulating by other barangays.

Launch of flagship weekday morning programs on regional channels

Even under the COVID-19 pandemic, recognizing the need of our regional viewers for more local programming, especially that most of them are confined in their homes because of the lockdown and quarantine measures imposed by the LGUs to contain the spread and contraction of COVID-19, RTV managed to launch 4 flagship weekday morning shows in 2020 namely:

- **GMA Regional TV Live!** for Central and Eastern Visayas
- **At Home with GMA Regional TV** for Northern, Central, South Central, Western, and Southern Mindanao
- **GMA Regional TV Early Edition** for Western Visayas
- **Mornings with GMA Regional TV** for North Central Luzon

Other feature segments

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

- **GMA Regional TV Presents** - A platform for Filipinos in the regions including minority and tribal groups through mini-documentaries on personalities and issues
- **Kwento ng Pilipino** - Stories of triumph about ordinary Filipinos told from their own perspective and stories highlighting the uniqueness and diversity of Filipino minority and tribal groups
- **#SpreadKindness** - Acts of kindness done by and for ordinary Filipinos
- **Trip Natin / Suroy Ta! / Manlaag Ta / Lagaw Ta** - Travel features on local scenic spots whether these are established tourist destinations or newly discovered ones, including those from the off-beat tracks within the local 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 / Namilit!** - 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** - 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.



Managing our footprint

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 2020, our consolidated energy consumption based on our monitoring and on monthly meter readings is as follows:

	2020 (in GJ)
a. Total fuel consumption within the organization from non-renewable sources	7,655
b. Total fuel consumption within the organization from renewable sources	2
c. Total electricity consumption	147,427
d. Total electricity sold	0
e. Total energy consumption within the organization	155,084

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

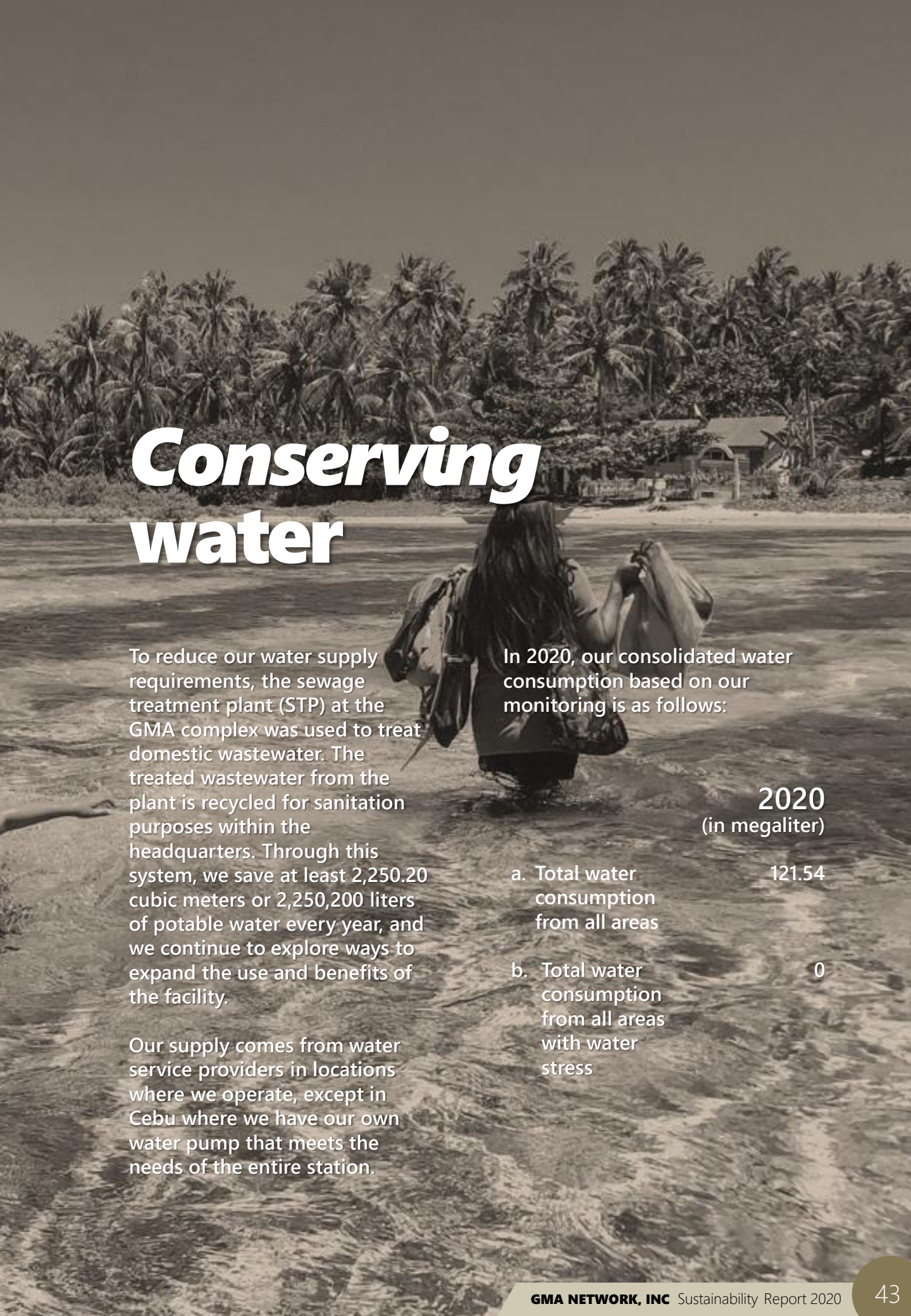
We consume diesel for most of our company vehicles and for the generator sets we use as back-up power supply in case of power interruptions and outages in the GMA Network Center, regional offices, and transmitter sites. Generator sets are also the main power source to operate our remote facilities during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





PHOTO BY **JOHN EUMER YANGA**

A woman with long dark hair, seen from behind, is wading through shallow water on a beach. She is carrying several large pieces of laundry, including a white sheet and a dark cloth, draped over her shoulders and arms. In the background, a dense line of palm trees stretches across the horizon under a clear sky. A small building is visible among the trees on the right side.

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.

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.

In 2020, our consolidated water consumption based on our monitoring is as follows:

	2020 (in megaliter)
a. Total water consumption from all areas	121.54
b. Total water consumption from all areas with water stress	0

Responsible disposal of wastes

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

One of our approach is the appointment of Pollution Control Officers (PCO) in our main headquarters and transmitter sites, as required by the DENR. According to the guidelines under **DENR's Department Administrative Order (DAO) 2014-02**, the PCO is a technical person competent in pollution control and environmental management, performs the duties and responsibilities in a particular establishment, and is officially accredited by the Environmental Management Bureau (EMB) Regional Office to perform such responsibilities.

To comply with the **Philippine Clean Water Act (Republic Act No.**

9275), which aims to protect the country's water bodies from pollution from land-based sources, we have a discharge permit from the Laguna Lake Development Authority (LLDA) for the operation of our STP. We periodically check the wastewater discharge of the system and conduct laboratory testing as a requirement for self-monitoring and compliance monitoring.

With the issuance of **DENR's DAO 2016-08 Water Quality Guidelines and General Effluent Standards of 2016**, we submitted a Compliance Action Plan to the LLDA office for the improvement of our STP. The DAO 2016-08 provides guidelines for the classification of water bodies in the country, determination of time trends and the evaluation of stages of deterioration/enhancement in water quality, evaluation of the need for taking actions in preventing, controlling, or abating water pollution. To strictly comply with the standards set by this DAO, we have also contracted the services of a third party laboratory to test in-house waste water parameters.

In 2020, the total waste we generated based on our monitoring is as follows:

	2020 (in kg)
a. Total weight of hazardous waste	9,574
b. Total weight of non-hazardous waste , with a breakdown by the following disposal methods:	
i. Reuse	77
ii. Recycling	10,797
iii. Composting	241
iv. Landfill	274

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.

THANK YOU,

ONTLINERS!!!

SERBISYONG
TOTOO SA
PANAHOON NG
COVID-19

GMA

Economic impact

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, 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

	2020 (in PhP)
Direct economic value generated (revenue)	19,425,342,900
Direct economic value distributed:	
a. Operating costs	5,624,854,723
b. Employees’ wages and benefits	4,525,101,340
c. Dividends given to stockholders and interest payments to loan providers	5,312,633,859
d. Taxes given to government	2,910,755,482
e. Investments to community (e.g. donations, CSR)	101,528,431
Economic value retained	950,469,065

GMA's direct economic value generated (EVG) for the full year 2020 reached P19.4 billion, up P2.8 billion or 17% from a year ago. Despite the onset of the pandemic towards the end of the 1st quarter and imposition of the general community quarantines across the country and in most parts of the world, the Network remained resilient in the delivery of its services to the public. GMA Network continued to uphold its commitment as the primary source of relevant and unbiased news and information amongst Filipinos here and abroad, which was most crucial in the midst of the COVID-19 predicament. While operations of various sectors of the economy were put to a halt, GMA's presence proved more than necessary during these times. **The Network was quick to adapt and with some reformatting done to focus on News and Public information, GMA was able to sustain its top line.**

In 2020, despite the pandemic, GMA launched its very own DTT products, GMA Affordabox and GMA Now. At the same time, additional channels were offered to its audience via the free-to-air DTT platform. These undertakings proved to be successful and generated incremental economic value to the Network as well as **afforded the general public with added means of keeping abreast in the affairs of the nation.**

Meanwhile, economic value distributed (EVD) in 2020 amounted to P18.5 billion. While the Network continuously operated during the year, focus was directed on News and Public Affairs programs versus the production of soaps. This move was to address the pressing need of the public for heightened information dissemination.

To comply with the guidelines of the government regarding the observance of mass gatherings and social distancing, tapings of in-house productions were limited. Production cost of entertainment programs, which accounted for a significant portion of economic value distributed, thus recorded a significant cutback during the year.

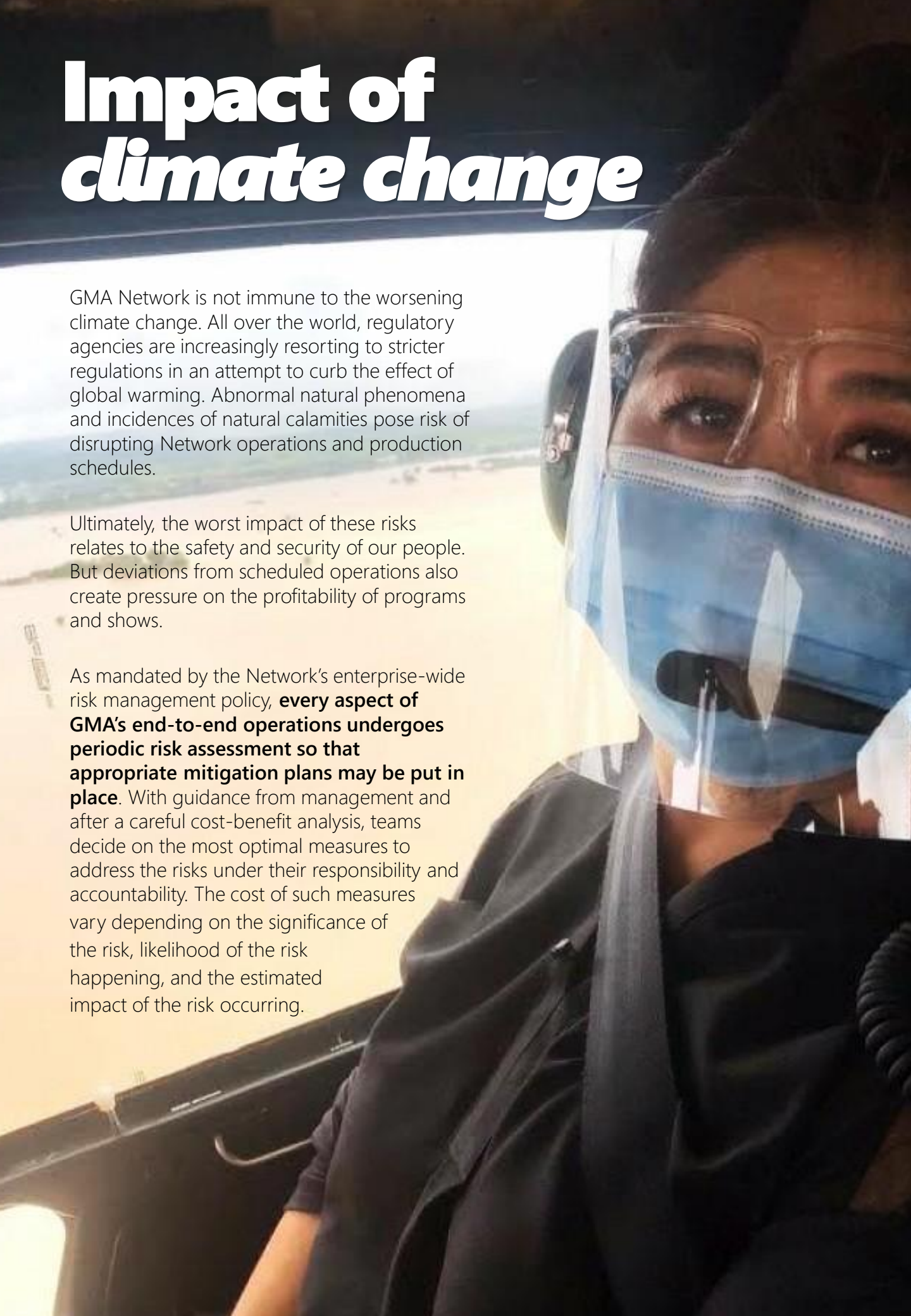
Employees' wages and benefits measured at P4.5 billion, while taxes paid to the government summed up to P2.9 billion. From the EVG this year, EVD attributable to providers of capital amounted to P5.3 billion mainly in relation to cash dividends to shareholders. Investments in the community via donations, CSR, public service programs and other sponsorships amounted to P101.5 million, primarily aimed in supporting valuable awareness campaigns and call to action that leave an indelible mark to the citizenry. Economic Value Retained after twelve-months in 2020 stood at P950.47 million.

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

Eighty-one percent (81%) 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.

In 2020, excluding procurement relating to consumer products, the majority of our budget (63%) was spent on foreign suppliers. These foreign purchases, driven primarily by

GMA Network's transition to digital terrestrial TV (DTT) broadcasting, were in accordance with Presidential Decree 1362 allowing radio broadcasting and television stations to import radio or television equipment, spare parts and allied technical and program materials to be used exclusively in their broadcast operations subject to certain conditions.

As a standard practice, we prioritize and support our local suppliers. Some of the benefits from patronizing local suppliers include shorter procurement lead time, lower logistics cost, readily available customer support, and stronger relationship with the local business community.

Anti-corruption

As part of GMA Network's enterprise-wide risk management, stakeholders periodically re-assess the organization's risk profile to identify vulnerabilities across all areas of our operations for potential issues such as corruption. We have formalized business principles that prohibit employees to gain in any way (e.g., through gifts, favors, solicitations, monetary benefits) from third parties, including suppliers, clients, or competitors.

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

GMA Network supports the 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.

- 1 NO POVERTY
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES & COMMUNITIES
- 16 PEACE AND JUSTICE STRONG INSTITUTIONS

**Providing
in-depth
reports on
topics
significant
to the public**

News and Public Affairs programs



WEBSITE



Discussing relevant social issues and current affairs



Documentary TV programs

- 1 NO POVERTY
- 8 DECENT WORK & ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
- 16 PEACE AND JUSTICE STRONG INSTITUTIONS

Radio's news & commentary content of national and local public importance

Various **DZBB** programs & blocktimers



Feature segments within local GMA Regional TV 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

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!

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**

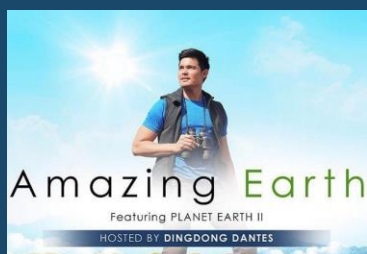
Trip Natin, Suroy Ta!, Manlaag Ta, and Lagaw Ta

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

13 CLIMATE ACTION

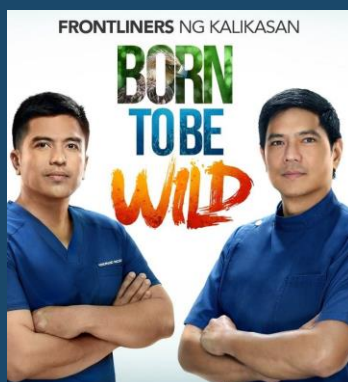
14 LIFE BELOW WATER

15 LIFE ON LAND



Amazing Earth

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

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



Biyahé ni Drew

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

Kapuso sa Kalikasan segment

At least 120 provinces and cities were featured on the Kapuso sa Kalikasan segment of RTV's local programs. These regional stories and issues focused on the environment and its protection, as well as initiatives of local communities for sustainable development.



Other contributions to *individual* **SDGs**

1 NO POVERTY

- Around **5,500** provided with employment opportunities and source of income
- Under the **Kapuso Tulay Para Sa Kaunlaran Project** of Kapuso Foundation, a concrete and steel hanging bridge was constructed in Pansur, Salvador, Lanao del Norte to connect the typhoon devastated community to trade and learning centers.

2 ZERO HUNGER

- **26,675 sacks of rice** given to GMA employees
- **7,410 families** benefitted from GMA Regional TV's **Kapuso Barangayan on Wheels (KBoW)**. KBoW provided families from different barangays with food packs, rice, and groceries, as well as locally-produced vegetables.
- Provided with immediate disaster relief goods and assistance during natural and man-made calamities nationwide (e.g., Taal Volcano eruption, typhoons Rolly and Ulysses) through **Operation Bayanihan of Kapuso Foundation**

Other contributions to individual SDGs (continued)

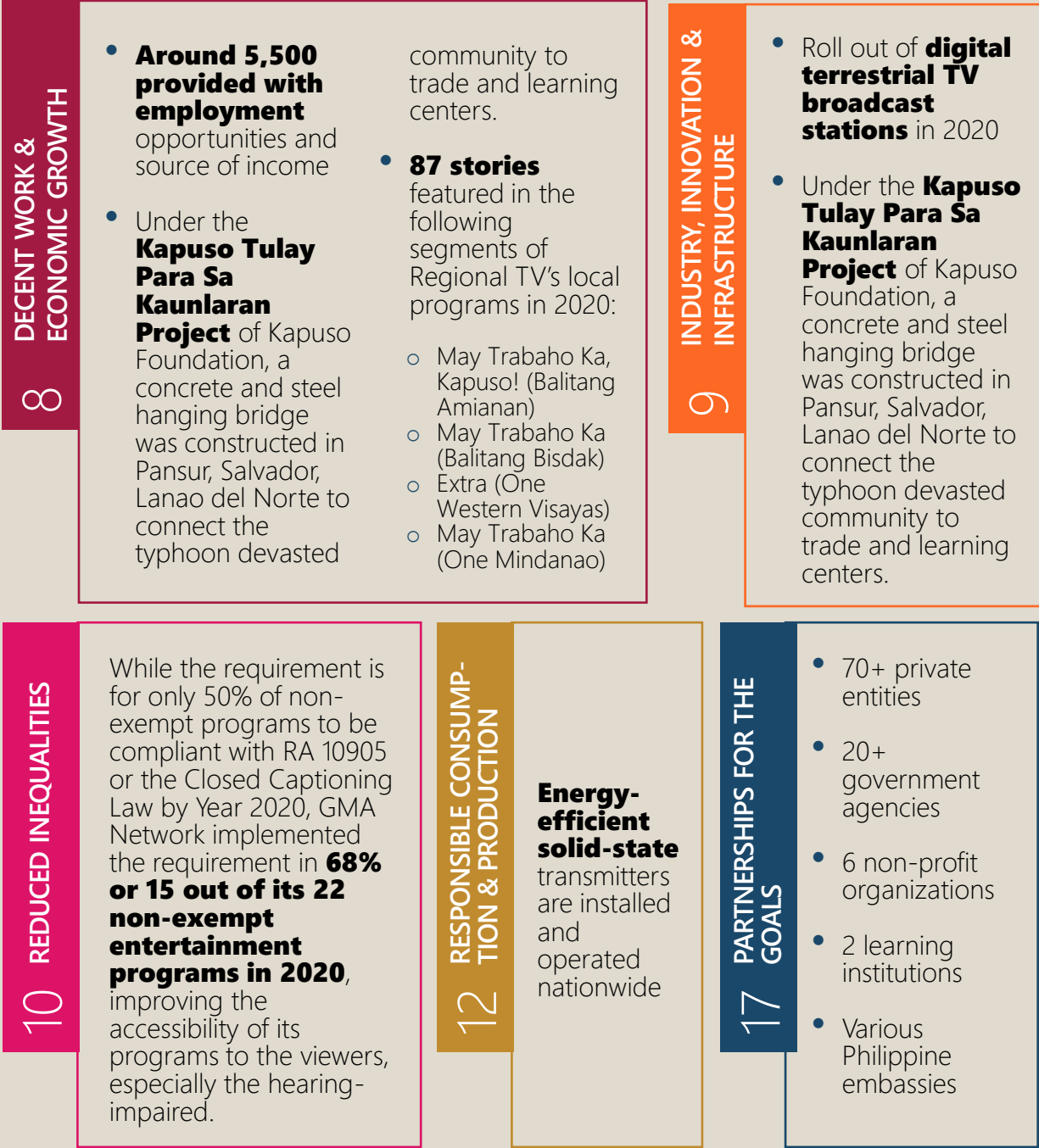
3 GOOD HEALTH & WELL-BEING

- Health-care programs given to employees:**
 - Provided PPEs to workers (i.e., disinfectants, face masks, face shields)
 - Installation of satellite clinic
 - Clinic facility that serves/ caters to the health need of employees 24/7, Monday to Sunday
 - Annual Physical Examination (APE)
- Medical assistance given to impoverished Filipinos through free medicines, surgical supplies, laboratory exams and other basic medical services through **Bisig Bayan project of Kapuso Foundation**
- Roving medical missions conducted in remote areas to provide basic health services under the **Kalusugan Karavan project of Kapuso Foundation**, in partnership with volunteer health professionals and community worker. The project also served disaster-stricken areas to ensure the health and welfare of survivors.
- Sagip Dugtong Buhay** was a bloodletting project of Kapuso Foundation in partnership with the Philippine Red Cross, the Philippine Army and the Philippine Military Academy
- 23 medical missions through **Gamot para sa Kapwa** in Kapwa Ko Mahal Ko (KKMK)'s partnership with SM Foundation, with strict compliance to health protocols and coordination with the local government units, benefitted 8,243 individuals nationwide
- KKMK and SM Foundation worked together to coordinate, prepare and distribute assistance to healthcare facilities and communities. Various government hospitals and healthcare facilities received Personal Protective Gear (i.e. bunny suits, face masks, face shield and gloves) to support the frontliners while communities received sanitation kits, RTPCR/Antigen test kits and immune system boosting medicines
- Continued to provide psychosocial support for 40 children with Acute Lymphocytic Leukemia under KKMK's **Batang Kapwa (Batang K) Program**
- 367 features of **Mangan Tila/Kumbira/Lami Syah/Namiit!** on unique and popular dishes and delicacies
- 769 ordinary Filipinos nationwide featured in the **#SpreadKindess** segment of Regional TV's local programs
- 150 episodes of **Mars Pa More**, a daily lifestyle magazine program that highlights trends and activities for mothers and brings to light special bonding moments shared by moms and their kids.
- 2 episodes of **Sarap Di Ba**, a weekly morning show that tackles relatable and dynamic topics about family, food and fun activities for everyone.
- 24 TV episodes of **Pinoy MD** and **Radio's Pinoy MD** program are both dedicated to health and wellness discussions
- 17 **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.
- 7,410 families benefitted from GMA Regional TV's **Kapuso Barangayan on Wheels (KBoW)**. KBoW provided families from different barangays with food packs, rice, and groceries, as well as locally produced vegetables.

Other contributions to individual SDGs (continued)

4 QUALITY EDUCATION	• 7 scholarship grants sponsored by GMA in 2020 • P1.4M+ spent on trainings and seminars for GMA employees in 2020, on top of HR-initiated webinars negotiated for free • Kapuso School Development, a school construction and rehabilitation project of Kapuso Foundation which aims to foster integral education by providing sturdy classrooms, water and sanitation facilities for public school students nationwide. • 70,000 school bags with complete sets of school supplies distributed to incoming Kindergarten and Grade 1 students nationwide as part of Kapuso Foundation’s annual Unang Hakbang Sa Kinabukasan project • Under the Kapuso Tulay Para Sa Kaunlaran Project of Kapuso Foundation, a concrete and steel hanging bridge was constructed in Pansur, Salvador, Lanao del Norte to connect the typhoon devastated community to trade and learning centers. • 52 episodes of iBilib, a program that features scientific experiments and explores different scientific facts and theories surrounding everyday events, challenges, life hacks, illusions and trivia presented in a fun and magical manner. • 31 episodes of Aha!, an educational show that featured facts and trivia, primarily geared towards educating children and youth • Regional TV held Masterclass Series in partnership with various organizations to give viewers access to information and resources, especially with restrictions in face-to-face interactions and travel.
5 GENDER EQUALITY	• 1,100+ women in GMA’s workforce • 50% of GMA Network, Inc’s top executives are women
6 CLEAN WATER & SANITATION	Water collection 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 Dagupan • Energy-efficient solid-state transmitters are installed and operated nationwide

Other contributions to individual SDGs (continued)



GRI context index

GRI indicator	Required disclosure	Reference
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GRI 102: GENERAL DISCLOSURES

1. Organizational profile

102-1	Name of the organization	p 10
102-2	Activities, brands, products, and services	pp 10-14
102-3	Location of headquarters	p 10
102-4	Location of operations	pp 10-14
102-5	Ownership and legal form	pp 10-14
102-6	Markets served	pp 10-14
102-7	Scale of the organization	pp 10-14
102-8	Information on employees and other workers	pp 26-35
102-9	Supply chain	p 51
102-10	Significant changes to the organization and its supply chain	Not applicable
102-11	Precautionary principle or approach	Not applicable
102-12	External initiatives	pp 59-62
102-13	Membership of associations	pp 62

2. Strategy

102-14	Statement from senior decision-maker	p 6
102-15	Key impacts, risks, and opportunities	pp 25-51

3. Ethics and integrity

102-16	Values, principles, standards, and norms of behavior	pp 17
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4. Governance

102-18	Governance structure	pp 17-19
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5. Stakeholder engagement

102-40	List of stakeholder groups	pp 20-21
102-42	Identifying and selecting stakeholders	pp 20-21
102-43	Approach to stakeholder engagement	pp 20-21
102-44	Key topics and concerns raised	pp 20-21

6. Reporting practice

102-45	Entities included in the consolidated financial statements	p 14
102-46	Defining report content and topic Boundaries	pp 22-23
102-47	List of material topics	p 23
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	Jan 1, 2020 to Dec 31, 2020
102-51	Date of most recent report	June 30, 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	p 4
102-54	Claims of reporting in accordance with the GRI Standards	p 4
102-55	GRI content index	pp 63-66
102-56	External assurance	Internal Audit

GRI context index

(continued)

GRI indicator	Required disclosure	Reference
GRI 201: ECONOMIC PERFORMANCE		
103-1	Explanation of the material topic and its Boundary	pp 47-49
103-2	The management approach and its components	pp 47-49
103-3	Evaluation of the management approach	pp 47-49
201-1	Direct economic value generated and distributed	pp 48-49
201-2	Financial implications and other risks and opportunities due to climate change	p 50
201-4	Financial assistance received from government	<i>We did not receive financial assistance from the government</i>
GRI 204: PROCUREMENT PRACTICES		
103-1	Explanation of the material topic and its Boundary	p 51
103-2	The management approach and its components	p 51
103-3	Evaluation of the management approach	p 51
204-1	Proportion of spending on local suppliers	p 51
GRI 205: ANTI-CORRUPTION		
103-1	Explanation of the material topic and its Boundary	p 51
103-2	The management approach and its components	p 51
103-3	Evaluation of the management approach	p 51
205-1	Operations assessed for risks related to corruption	p 51
GRI 302: ENERGY		
103-1	Explanation of the material topic and its Boundary	p 39
103-2	The management approach and its components	p 39
103-3	Evaluation of the management approach	p 39
302-1	Energy consumption within the organization	pp 40-41
GRI 303: WATER AND EFFLUENTS		
103-1	Explanation of the material topic and its Boundary	pp 43-45
103-2	The management approach and its components	pp 43-45
103-3	Evaluation of the management approach	pp 43-45
303-1	Interactions with water as a shared resource	pp 43-45
303-5	Water consumption	p 43
GRI 306: EFFLUENTS AND WASTE		
103-1	Explanation of the material topic and its Boundary	pp 44-45
103-2	The management approach and its components	pp 44-45
103-3	Evaluation of the management approach	pp 44-45
306-2	Waste by type and disposal method	p 45

GRI context index

(continued)

GRI indicator	Required disclosure	Reference
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GRI 307: ENVIRONMENTAL COMPLIANCE

103-1	Explanation of the material topic and its Boundary	pp 44-45
103-2	The management approach and its components	pp 44-45
103-3	Evaluation of the management approach	pp 44-45
307-1	Non-compliance with environmental laws and regulations	pp 44-45

Fines and penalties:

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

GRI 401: EMPLOYMENT

103-1	Explanation of the material topic and its Boundary	pp 25-26
103-2	The management approach and its components	pp 25-26
103-3	Evaluation of the management approach	pp 25-26
401-1	New employee hires and employee turnover	p 26
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	pp 27-28
401-3	Parental leave	p 28

GRI context index

(continued)

GRI indicator	Required disclosure	Reference
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY

103-1	Explanation of the material topic and its Boundary	<i>p 30</i>
103-2	The management approach and its components	<i>p 30</i>
103-3	Evaluation of the management approach	<i>p 30</i>
403-1	Occupational health and safety management system	<i>p 30</i>
403-5	Worker training on occupational health and safety	<i>p 30</i>
403-6	Promotion of worker health	<i>p 31</i>

GRI 404: TRAINING AND EDUCATION

103-1	Explanation of the material topic and its Boundary	<i>p 32</i>
103-2	The management approach and its components	<i>p 32</i>
103-3	Evaluation of the management approach	<i>p 32</i>
404-1	Average hours of training per year per employee	<i>p 32</i>
404-2	Programs for upgrading employee skills and transition assistance programs	<i>pp 32-33</i>
404-3	Percentage of employees receiving regular performance and career development reviews	<i>p 32</i>

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

103-1	Explanation of the material topic and its Boundary	<i>p 34</i>
103-2	The management approach and its components	<i>p 34</i>
103-3	Evaluation of the management approach	<i>p 34</i>
405-1	Diversity of governance bodies and employees	<i>pp 34-35</i>

GRI 413: LOCAL COMMUNITIES

103-1	Explanation of the material topic and its Boundary	<i>p 36</i>
103-2	The management approach and its components	<i>p 36</i>
103-3	Evaluation of the management approach	<i>p 36</i>
413-1	Operations with local community engagement, impact assessments, and development programs	<i>pp 36-37</i>

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