GMA NETWORK

SUSTAINABILITY REPORT

THRIVING IN A NEW ERA



2021

THRIVING IN A NEW ERA headlines GMA Network's 2021 sustainability report, covering the year ended December 31, 2021, and was prepared using the Global Reporting Initiative (GRI) standards as guide. This report outlines disclosures about our environmental, social, and governance impacts, specific to the topics deemed material to the Network.

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

This report has been prepared in accordance with the GRI Standards: Core option. It should be read in conjunction with GMA Network's 2021 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 & CEO

While the pandemic recedes in many countries, the continuing impact of climate change and escalating global tensions have given rise to other dimensions of human suffering and global economic disruption. Crises such as these bear a profound impact on business and society.

Yet with every crisis lies the opportunity for reinvention and the strengthening of the human spirit. Guided by our values, it is during these times that our purpose propels us to keep moving forward and prevail. At GMA, we remain steadfast in our mission of bringing superior Entertainment and the responsible, unbiased, and timely delivery of accurate News and Information to more and more Filipinos worldwide.

Our unparalleled portfolio of media assets gives us a unique opportunity to create positive impact. We utilize our resources to raise awareness for the planet, inspire others to take climate action, and promote diversity and inclusion within and outside the workplace.

I am pleased to share with you our sustainability journey and the progress we have made in the pages that follow. Some of these include strengthening our governance and responsible investing efforts, empowering our people, and aligning our strategies around environmental, social, and governance factors. This report tells the story of a Network that thrives in a new era - one that navigated shifting winds and currents, made strategic investments for the future, and heightened its public service efforts where it was needed most.

Maraming salamat sa pagtitiwala at manatili po tayong ligtas, mga Kapuso.



FELIPE L. GOZON
Chairman and
Chief Executive Officer (CEO)



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COMPANY PROFILE

PURPOSE

WE ENRICH THE LIVES OF FILIPINOS EVERYWHERE WITH SUPERIOR ENTERTAINMENT AND THE RESPONSIBLE, UNBIASED, AND TIMELY DELIVERY OF ACCURATE NEWS AND INFORMATION.

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.

VALUES

WE PLACE **GOD ABOVE ALL**.

WE BELIEVE THAT **THE VIEWER IS BOSS**.

WE VALUE **OUR PEOPLE AS OUR BEST ASSETS**.

WE UPHOLD **INTEGRITY AND TRANSPARENCY**.

WE ARE DRIVEN BY **OUR PASSION FOR EXCELLENCE**.

WE STRIVE FOR **EFFICIENCY IN EVERYTHING WE DO**.

WE PURSUE **CREATIVITY AND INNOVATION**.

ABOUT GMA NETWORK

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

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

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 TV Audience Measurement (TAM) data, GMA reached 97.5 percent of total TV households in the country with an estimated 83 million viewers nationwide for the year 2021.

Headquartered in Quezon City, GMA operates a network of 92 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 analog VHF Channel 7 and digital UHF TV Channel 15 in Mega Manila.

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.

GMA BRANDS

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

Gtv shows quality news, entertainment, public affairs, and sports programming.

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

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

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

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

Super Radyo DZBB 594 kHz is the flagship AM radio station of GMA Network. It is the top AM station in Mega Manila and is recognized as one of the most awarded stations. 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's purely DTT free-to-air channels. GMA also airs **DepEdTV** on its DTT transmission to support the distance learning program of the Department of Education.

GMA BRANDS



GMA REACHES OUT TO MILLIONS OF FILIPINOS IN **103 COUNTRIES ACROSS NORTH AMERICA, MIDDLE EAST & NORTH AFRICA, EUROPE, AND THE ASIA PACIFIC** THROUGH ITS INTERNATIONAL VIDEO CONTENT OFFERING.

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

GMANetwork.com

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

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



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



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

GMA BUSINESSES

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

ENTERTAINMENT

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

HOLDING COMPANY

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

ADVERTISING

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

OTHERS

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

DIRECT PERCENTAGE OF OWNERSHIP

INDIRECT PERCENTAGE OF OWNERSHIP

* 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

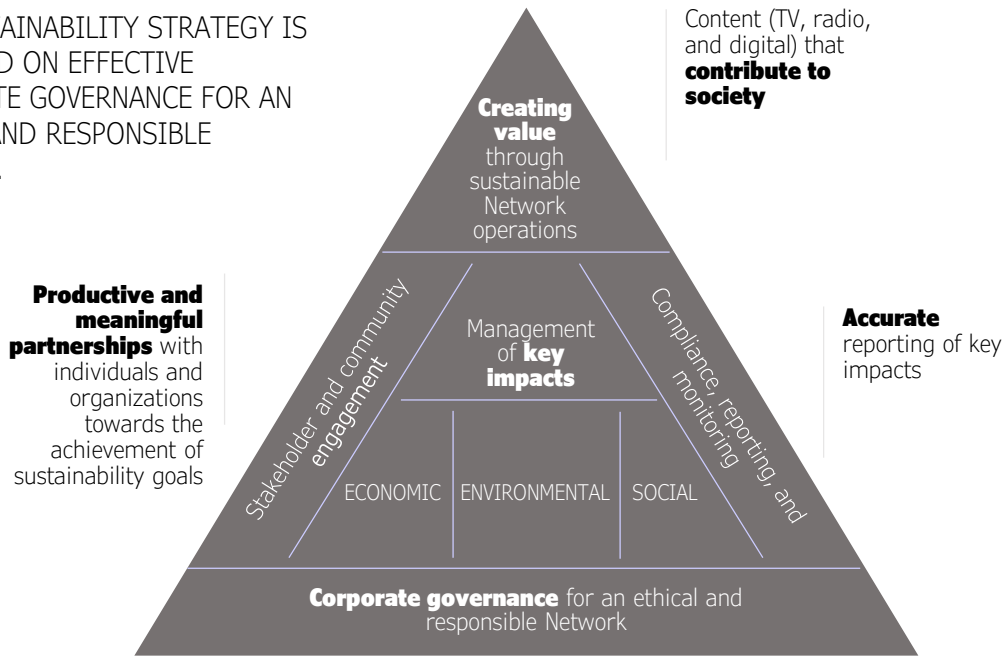
^^^ Indirectly owned through Alta; ceased commercial operations in 2004

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.

STRATEGY

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



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

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

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



FELIPE L. GOZON

CHAIRMAN AND CHIEF EXECUTIVE OFFICER (CEO)



GILBERTO R. DUAVIT, JR.

PRESIDENT AND CHIEF OPERATING OFFICER (COO)

ETHICS AND INTEGRITY

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

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

In addition, we have 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.



JOSE MARCELO G. JIMENEZ
DIRECTOR



ANNA TERESA M. GOZON-VALDES
DIRECTOR



JUDITH R. DUAVIT-VAZQUEZ
DIRECTOR



LAURA J. WESTFALL
DIRECTOR



FELIPE S. YALONG
CHIEF FINANCIAL OFFICER (CFO) AND EXECUTIVE VICE PRESIDENT



ARTEMIO V. PANGANIBAN
INDEPENDENT DIRECTOR



JAIME C. LAYA
INDEPENDENT DIRECTOR

GOVERNANCE

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

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

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

BOARD COMMITTEES

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

EXECUTIVE COMMITTEE

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

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

NOMINATION COMMITEE

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

COMPENSATION AND REMUNERATION COMMITTEE

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

AUDIT AND RISK MANAGEMENT COMMITTEE

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

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

STAKEHOLDER ENGAGEMENT

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

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

In 2021, as quarantine measures continued to be implemented in the Philippines, the majority of GMA's desk workforce worked 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.

GMA'S WORKFORCE

(MANAGEMENT, EMPLOYEES, TALENTS, SERVICE PROVIDERS)



- Company policies and procedures
- Employee handbook
- Memoranda and other written correspondences
- Monthly Kapuso Magazine
- Virtual General Assembly
- Chairman's State of the Network Address (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

*These programs were put on hold in 2021 when most of GMA employees were under alternative working arrangements.

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

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 & 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 & REGULATORS



- Seminars and briefings
- Meetings
- Written correspondences
- Website and social media

- Ensuring compliance with laws and regulations

LOCAL & INTERNATIONAL COMMUNITIES



- Public service operations
- Community events
- Website and social media

- Setting and meeting high standards for the community
- Creating value for society

Stakeholders
Key engagement mechanisms
Primary discussion items

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.

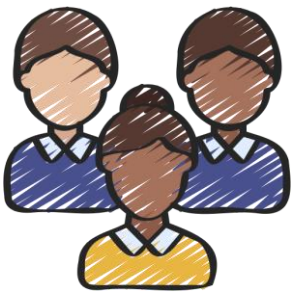
We process information in accordance with the Data Privacy Act of 2012 and its implementing rules and regulations, and adopt reasonable physical and technical security measures to safeguard the same. Moreover, the Network executes and adheres to non-disclosure/ confidentiality agreements, respecting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

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

SOCIAL



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

ENVIRONMENTAL



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

ECONOMIC



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


LUMIX



SOCIETY IMPACT

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

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

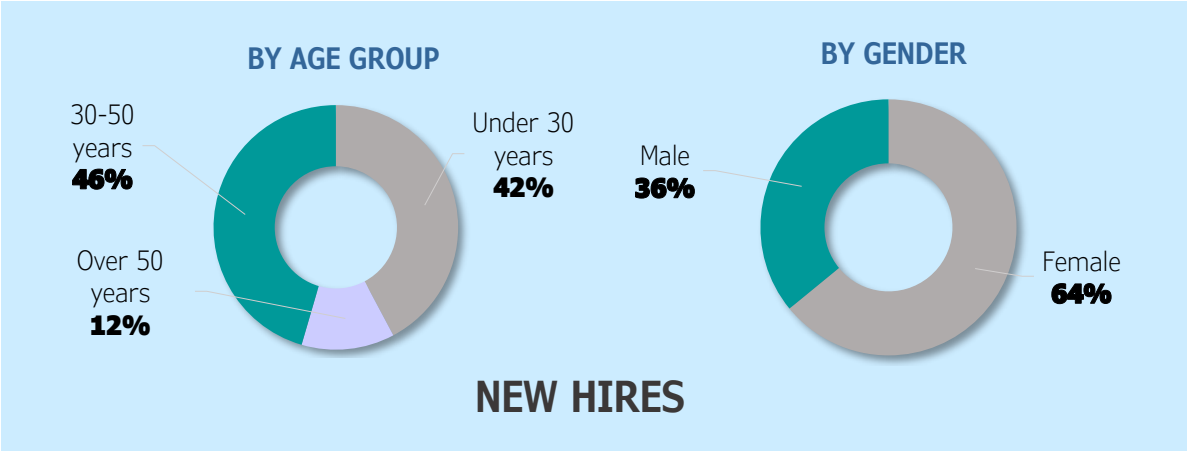
With sincere care for our employees, we prioritize the health and safety in the workplace. Beyond the requirements mandated by the government, our enterprise risk management policies and standard practices allow stakeholders to identify, assess, and effectively manage and mitigate significant risks that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

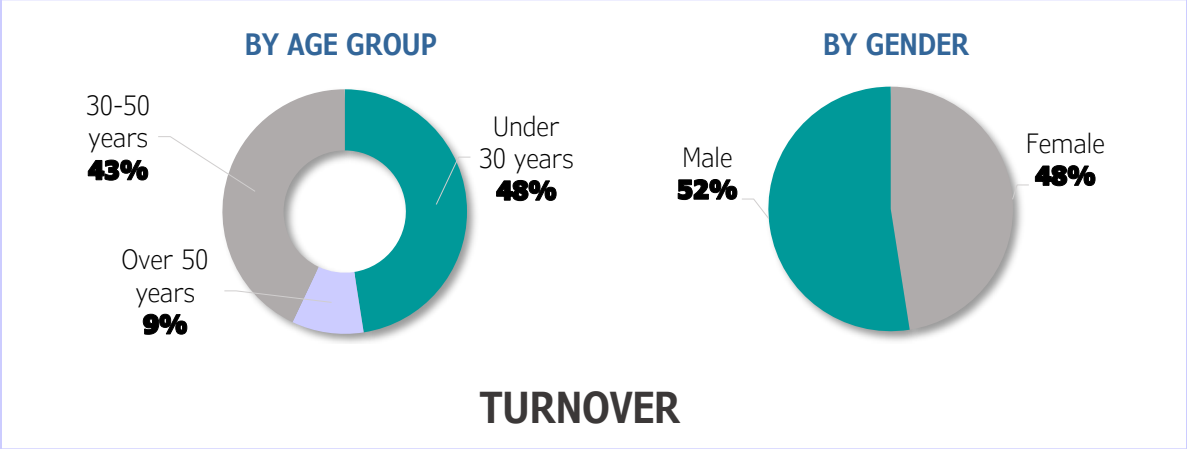
EMPLOYMENT

We have teams throughout the Philippines, but the majority are 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.





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

BASIC

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

ADDITIONAL

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

COVID-RELATED

- Sleeping quarters and meal provisions for those physically reporting to work during Alert Level 3 and 4 status
- Transportation service for those physically reporting for work for selected Groups/ Departments/ Divisions
- Required isolation/quarantine days (per IATF ruling) charged to Company time if exposure is due to work
- Paid RT-PCR test if exposure is due to work or can be charged to medicine allowance benefit
- Hazard pay (N.B. During ECQ and MECQ only)
- Internet subsidy
- Laptop plan with wi-fi load (N.B. Subject to company rules)
- Provided PPEs to workers (i.e., disinfectants, face masks, face shields)
- Clinic services
- Installation of an additional satellite clinic
- Free COVID-19 vaccines and vaccine administration to employees/talents and qualified dependents for both primary series and booster dose
- Medicine allowance inclusive of essential vitamins





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

	FEMALE	MALE
Total number of employees that took parental leave	24	60
Total number of employees that returned to work in the reporting period after parental leave ended	24	60
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	22	57
Return to work rates of employees that took parental leave	100%	100%
Retention rates of employees that took parental leave	92%	95%

SAFETY FIRST

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

The program covers employees and workers performing work inside the GMA Network complex, the GMA Annex, GMA stations, warehouse, and transmitter sites. It also safeguards those working outside GMA premises during during production and news coverage/fieldwork. 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 production.

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 Medicard-accredited clinics and hospitals.

**Temporarily suspended during the pandemic.

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 & EDUCATION

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

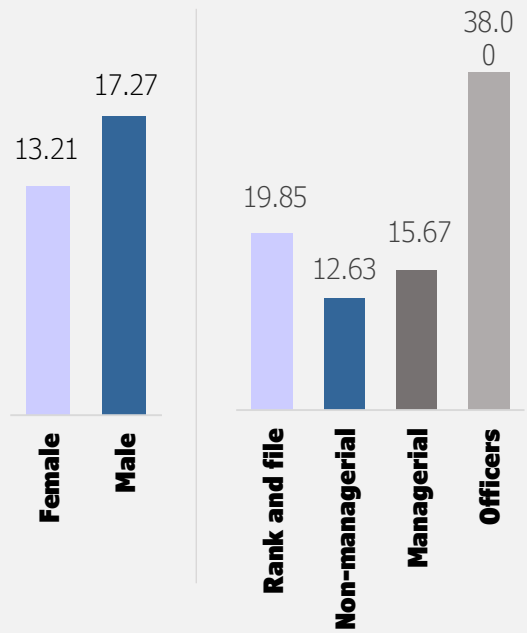
It is the policy of GMA Network to provide continuous learning opportunities to our people for their growth and empowerment, and with due consideration of their current skills, the requirements of their current jobs, and the requirements of the business. We develop in-house training curriculum, and in some circumstances, partner with external organizations and professional institutions in the Philippines and abroad.

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

Our employees are provided regular performance and career development reviews. Training opportunities are given to employees when there is/are:

- A need to enhance existing knowledge, skills, and behavior to meet heightened standards of excellence, efficiency, and/or creativity dictated by the market or the industry
- Gaps in knowledge and skills of critical functional areas that affect individual or work group effectiveness
- A need to reinforce awareness and consistent implementation of correct practices and procedures to ensure safety of employees and the proper handling of equipment and use of technical facilities
- Anticipated changes in technology which consequently require new knowledge, skills, and behaviors in adapting the new/change of technology
- A need to prepare employees for higher responsibilities or when they are considered as "internal replacements" for key leadership roles

AVERAGE HOURS OF TRAINING THAT GMA NETWORK'S EMPLOYEES HAVE UNDERTAKEN DURING THE REPORTING PERIOD:



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

- **HRDD-initiated training and development programs** - Programs that are applicable for employees across the organization. These programs include but are not limited to 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 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.






TORONTO
RAPTORS

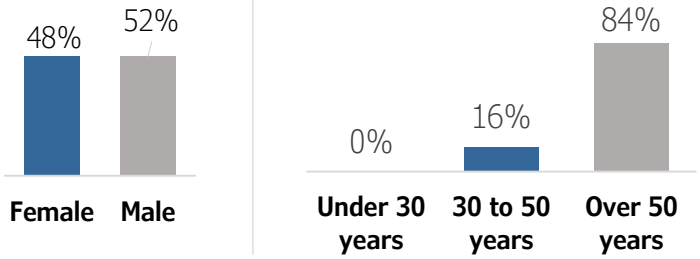



24
ORAS

DIVERSITY & EQUAL OPPORTUNITY

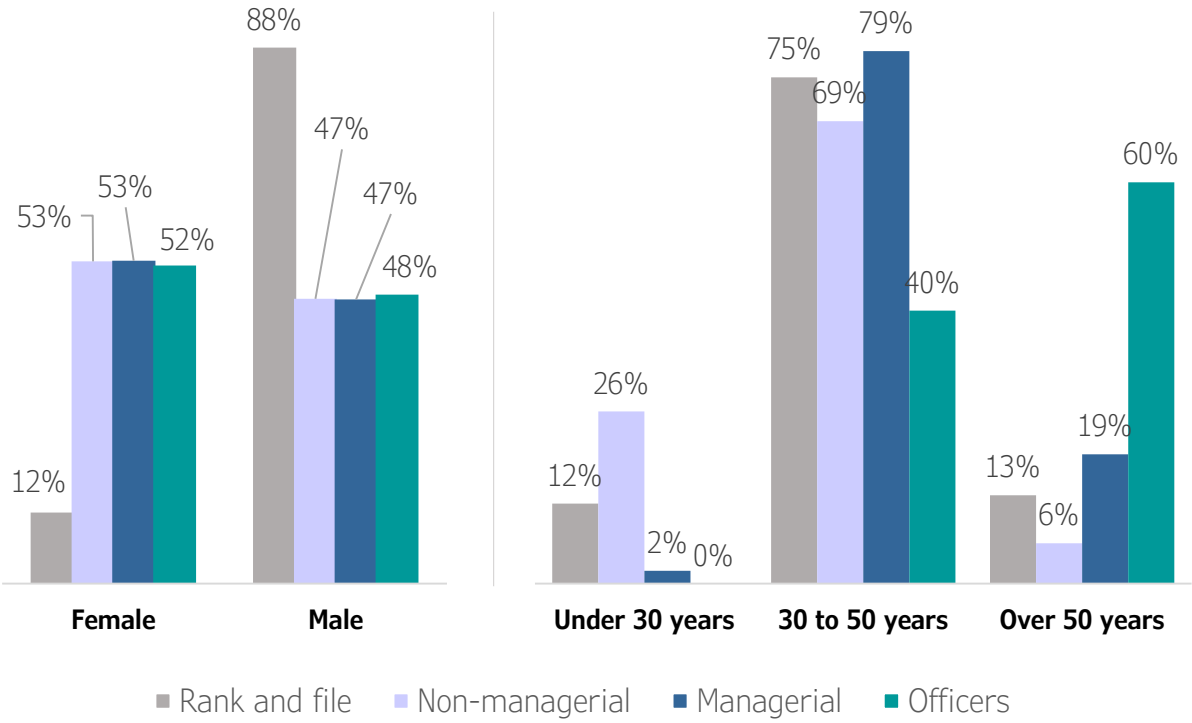
THE NETWORK PROVIDES OPPORTUNITIES TO INTERESTED, QUALIFIED, AND DESERVING APPLICANTS REGARDLESS OF GENDER, AND WITHOUT PREJUDICE TO THOSE BELONGING TO THE VULNERABLE SECTOR (E.G., THE ELDERLY, PERSONS WHO ARE DIFFERENTLY ABLED, SOLO PARENTS, ETC).

PERCENTAGE OF INDIVIDUALS WITHIN GMA NETWORK'S TOP EXECUTIVES



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 PER EMPLOYEE CATEGORY



LOCAL COMMUNITIES

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

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

Our utmost commitment to producing local news programs and specials that are primarily geared to stories, voices, and viewership in the regions has earned the trust of Filipino viewers all over the country.

In 2021, the combined reach of GMA RTV news and morning shows aired on GMA is at 42% of TV households in Total Philippines, with an estimated 32.6 million TV viewers. *(Source: Nielsen Philippines TAM (Arianna) Official Data)*

NATIONAL NEWS PROGRAM

- **Regional TV News**- A news program airing on national TV, solely dedicated to regional news (airing on GTV Mondays to Saturdays at 10:00AM to 10:30AM)

FLAGSHIP WEEKDAY MORNING PROGRAMS ON REGIONAL CHANNELS

- **GMA Regional TV Live!** (Cebu: airing in Central and Eastern Visayas)
- **At Home with GMA Regional TV** (Davao/CDO: airing in Northern, Eastern, South Central, Western, and Southern Mindanao)
- **GMA Regional TV Early Edition** (Iloilo/Bacolod: airing in Western Visayas)
- **Mornings with GMA Regional TV** (Dagupan: airing in North Central Luzon)

FLAGSHIP UNIFIED NEWS PROGRAMS ON REGIONAL CHANNELS

- **Balitang Bisdak** (Cebu: airing in Central and Eastern Visayas)
- **One Mindanao** (Davao/CDO: airing in Northern, Eastern, South Central, Western, and Southern Mindanao)
- **One Western Visayas** (Iloilo/Bacolod: airing in Western Visayas)
- **Balitang Amianan** (Dagupan: airing in North Central Luzon)
- **Balitang Bicolandia** (Naga: airing in Southern Luzon/Bicol Region)

BALITANG BARANGAY SEGMENT

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

- Displaced tribes and minority groups including but not limited to land dispute issues.
- Insensitivities to, discrimination and lack of awareness on their cultural beliefs and traditions.
- Compelling, long- standing complaints culled from phone calls and emails of concerned citizens asking intervention to get immediate action from 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.

KAPUSO BARANGAYAN ON WHEELS (KBOW)

RTV continues its "Kapuso Barangayan on Wheels" (KBOW) campaign, providing families from different barangays with food packs, rice, and groceries, as well as locally produced vegetables. The campaign, in 2021 alone produced 97 KBOWs all over the country which enabled us to reach more than 11,640 families.

The KBOW has been modified and adjusted to become relevant even amidst the COVID-19 pandemic. It has become an information driver and helping arm of RTV to local communities and grassroots viewers by informing them about the importance of practicing health protocols to avoid the spread and contraction of COVID -19.

Through the successful and safe conduct of the KBOW in the regions, RTV was able to serve local communities even while under the pandemic. Also, the regular airing of the KBOWs on the local newscasts also provided a venue for our RTV Stations to engage with the barangays providing an opportunity to bring to fore local community issues which needed the action of LGUs even while under different alert levels. It also managed to highlight the good and positive practices done in these local communities.

RTV PARTNERSHIPS

Even while still under the COVID -19 pandemic, RTV continued pursuing partnerships with various organizations to give our viewers access to information and resources, especially that face-to-face interactions and travel was limited.

We partnered with local universities and colleges, as well as with the NCAA schools in preparation for the 2022 National Elections, particularly focusing on voters' education.



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 even those from the off-beat tracks within the local news programs' AOR
- **My Mindanao/Bisdak Laagan Society/My Western Visayas** - Crowd-sourced videos showing the travel adventures of regional contributors
- **Mangan Tila/Kumbira/Lami Syah/Namiit!** - Features on unique and popular dishes and delicacies
- **Pista sa Amianan/Fiesta Mindanao/Pistang Bisdak/Fies-Ta!** - Features on local festivals and fiestas of towns, municipalities, and even unique barangay celebrations
- **May Trabaho Ka, Kapuso!/May Trabaho Ka/Extra/May Trabaho Ka** - Job listings from DOLE Public Employment Service Offices (Provincial PESO); 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
- **COVID-19 Cases Update** - A regular short reader segment with graphics, which gives the latest statistics on active COVID cases, recoveries and deaths in the different regions covered by the regional stations' areas of responsibility.



ENVIRONMENT IMPACT

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

In addition to the GMA Network Center (our headquarters located in Metro Manila), we have regional offices, and TV/radio studios in 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.

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.



IN 2021, OUR CONSOLIDATED ENERGY CONSUMPTION BASED ON OUR MONITORING AND ON MONTHLY METER READINGS IS AS FOLLOWS:

	2021 (IN GJ)
Total fuel consumption within the organization from non-renewable sources	8,975
Total fuel consumption within the organization from renewable sources	2
Total electricity consumption	53,176
Total electricity sold	0
Total energy consumption within the organization	62,153

WATER CONSERVATION

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

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

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

IN 2021, OUR CONSOLIDATED WATER CONSUMPTION BASED ON OUR MONITORING IS AS FOLLOWS:

	2021 (IN MEGALITER)
Total water consumption from all areas	57.21
Total water consumption from all areas with water stress	0



RESPONSIBLE DISPOSAL OF WASTES

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

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

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

To comply with the Philippine Clean Water Act (Republic Act No. 9275), which aims to protect the country's water bodies from pollution from land-based sources, we have a discharge permit from the Laguna Lake Development Authority (LLDA) for the operation of our STP. We periodically check the wastewater discharge of the system and conduct laboratory testing as a requirement for self-monitoring and compliance monitoring.

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

The Toxic Substance and Hazardous Wastes (Republic Act No. 6969) under the DENR covers the import, manufacture, processing, handling, storage, transportation, sale, distribution, use, and disposal of unregulated chemical substances and mixtures in the Philippines. As required by this law, the hazardous wastes that we generate—such as tapes, used engine oils, busted fluorescent lamp (BFL), empty paint cans, contaminated rags, grease, defective LED, and others—are treated, recycled, and appropriately disposed through a third party hazardous waste treatment group accredited by the DENR.

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



IN 2021, THE TOTAL WASTE WE GENERATED BASED ON OUR MONITORING IS AS FOLLOWS:

	2021 (IN KG)
a. Total weight of hazardous waste	11,545
b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods:	
i. Reuse	97
ii. Recycling	14,990
iii. Composting	257
iv. Landfill	252


GMA NETWORK CENTER
NO PARKING
THIS WAY TO BASEMENT PARKING



ECONOMY IMPACT

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

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

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

This is manifested in our commitment to distribute at least 50% of prior year's net income after tax to shareholders, as indicated in our initial public offering (IPO) prospectus in 2007. We have since stayed true to this promise, annually delivering dividend payout above 90% of net income after tax on average. Moreover, over the course of 14 years, the average dividend yield based on IPO price is 6% 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 assets.

As a partner in nation-building, we have contributed our fair share in the coffers of the government by responsibly accounting for taxes and other fees paid, both on local and national levels, 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.

	2021 (IN PHP)
Direct economic value generated (revenue)	22,605,823,983
Direct economic value distributed:	
a. Operating costs	7,221,363,366
b. Employees' wages and benefits	4,858,698,218
c. Dividends given to stockholders and interest payments to loan providers	6,409,999,690
d. Taxes given to government	2,636,140,188
e. Investments to community (e.g. donations, CSR)	98,956,569
Economic value retained	1,380,665,952

DIRECT ECONOMIC VALUE GENERATED & DISTRIBUTED

GMA'S DIRECT ECONOMIC VALUE GENERATED (EVG) FOR THE FULL YEAR 2021 REACHED P22.6 BILLION, UP P3.2 BILLION OR 16% FROM A YEAR AGO.

Notwithstanding the protracted pandemic that continued to hamper the full recovery of the economy due to intermittent lockdowns, limited mobility, and restricted business operations, GMA Network remained unwavering. The Network maintained its undisputed leadership in the industry throughout the year. Financially, GMA once again broke all records for the twelve months this 2021, maintaining dominance in the free-to-air broadcasting arena.

GMA unceasingly finds ways to continue its service to the Filipino audience more so as the Network has been regarded as the primary source of news and information across the country. During the year, additional digital terrestrial television (DTT) channels, DepEd and I Heart Movies, saw commercial broadcast while additional DTT sites were commissioned—some for completion in 2022. GMA Affordabox continued to post steady sales with over 1.7 million units sold since its launch in mid-2020. 2021 also saw the rebranding of our UHF station Channel 27, from GMA News TV to Good TV, or simply GTV, which proved to be a favorable move. A new regional TV (RTV) station in Zamboanga was launched in the fourth quarter, functioning as the Western Mindanao hub, the 4th regional station of GMA in Mindanao and the 10th overall in the country. Lastly, the partnership of the Network with the National Collegiate Athletic Association, the first collegiate athletic association in the country, also came to fruition. The collaboration aired its maiden broadcast on GTV in mid-June via *Rise Up Stronger: NCAA Season 96*.

Meanwhile, Economic Value Distributed in 2021 amounted to P21.2 billion, higher by P2.8 billion or 15% from a year ago. The increase in spending was buoyed by the Network's resumption of producing fresh programs during the year, in contrast to airing mostly replays during the greater part of 2020, at the height of the virus outbreak. Even with sporadic lockdowns in 2021, GMA adjusted into the new normal set up and mastered the locked-in taping scenario. Production cost, which comprised a major part of direct economic value distributed, recorded a considerable growth this year by 38%.

Employees' wages and benefits measured at P4.9 billion, ahead 7% versus a year ago, while taxes paid to the government summed up to P2.6 billion, declining by 9% from the prior year. The drop in taxes paid was due to the reduction in the regular corporate income tax from 30% to 25%, with the implementation of the Corporate Recovery and Tax Incentives for Enterprises (CREATE) Act on April 15, 2021. From the EVG this year, economic value distributed attributable to providers of capital amounted to P6.4 billion mainly in relation to cash dividends to shareholders. On the other hand, investments in the community via donations, CSR, public service programs and other sponsorships amounted to P99.0 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 2021 stood at P1.4 billion.

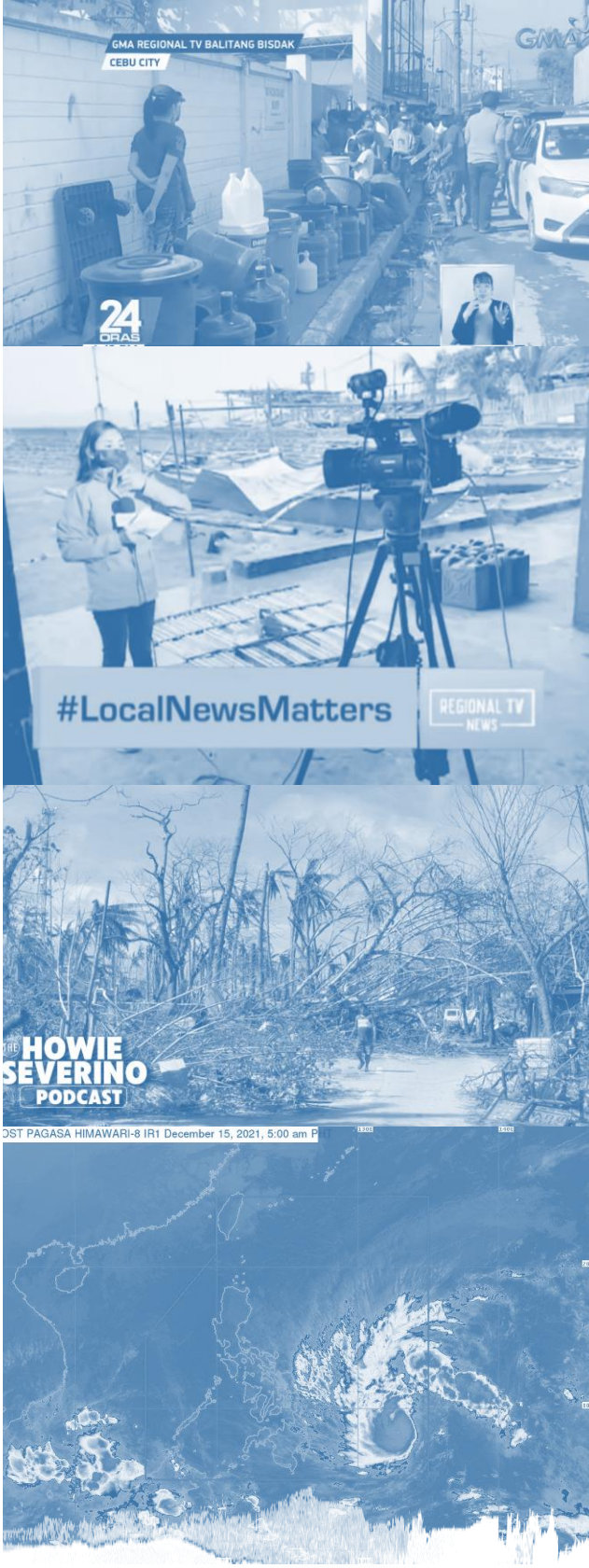
IMPACT OF CLIMATE CHANGE

GMA NETWORK IS NOT IMMUNE TO THE WORSENING CLIMATE CHANGE.

All over the world, regulatory agencies are increasingly resorting to stricter regulations in an attempt to curb the effect of global warming. Abnormal natural phenomena and incidences of natural calamities pose risk of disrupting Network operations and production schedules.

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

As mandated by the Network's enterprise-wide risk management policy, every aspect of GMA's end-to-end operations undergoes periodic risk assessment so that appropriate mitigation plans may be put in place. With guidance from management and after a careful cost-benefit analysis, teams decide on the most optimal measures to address the risks under their responsibility and accountability. The cost of such measures vary depending on the significance of the risk, likelihood of the risk happening, and the estimated impact of the risk occurring.























FULL FORCE, ACROSS ALL PLATFORMS:
GMA NETWORK DELIVERED PUBLIC SERVICE, NEWS, AND INFORMATION ON TYPHOON ODETTE

PROCUREMENT PRACTICES

SEVENTY-SEVEN PERCENT (77%) OF GMA NETWORK'S ACCREDITED SUPPLIERS ARE PHILIPPINE-BASED (LOCAL), WITH HEADQUARTERS LOCATED ACROSS THE ARCHIPELAGO.

Purchases from our local suppliers are mostly for production tapings, supplies requirements, repairs and maintenance, professional services, turnkey projects, and construction projects.

In 2021, excluding procurement relating to consumer products, the majority of our budget (66%) 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 17
UNITED
NATIONS
SUSTAINABLE
DEVELOPMENT
GOALS


1
NO POVERTY
2
ZERO HUNGER
3
GOOD HEALTH & WELL-BEING
4
QUALITY EDUCATION
5
GENDER EQUALITY
6
CLEAN WATER & SANITATION
7
AFFORDABLE & CLEAN ENERGY
8
DECENT WORK & ECONOMIC GROWTH
9
INDUSTRY, INNOVATION & INFRA-STRUCTURE
10
REDUCED INEQUALITIES
11
SUSTAINABLE CITIES & COMMUNITIES
12
RESPONSIBLE CONSUMPTION & PRODUCTION
13
CLIMATE ACTION
14
LIFE BELOW WATER
15
LIFE ON LAND
16
PEACE AND JUSTICE STRONG INSTITUTIONS
17
PARTNERSHIPS FOR THE 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

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











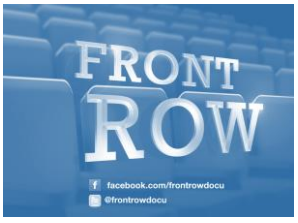








SERIOUS DOCUMENTARY PROGRAMS AND MAGAZINE SHOWS THAT DISCUSS RELEVANT SOCIAL ISSUES AND CURRENT AFFAIRS





















1 NO POVERTY

8 DECENT WORK & ECONOMIC GROWTH

10 REDUCED INEQUALITIES

16 PEACE AND JUSTICE STRONG INSTITUTIONS

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































13
CLIMATE ACTION

14
LIFE BELOW WATER

15
LIFE ON LAND

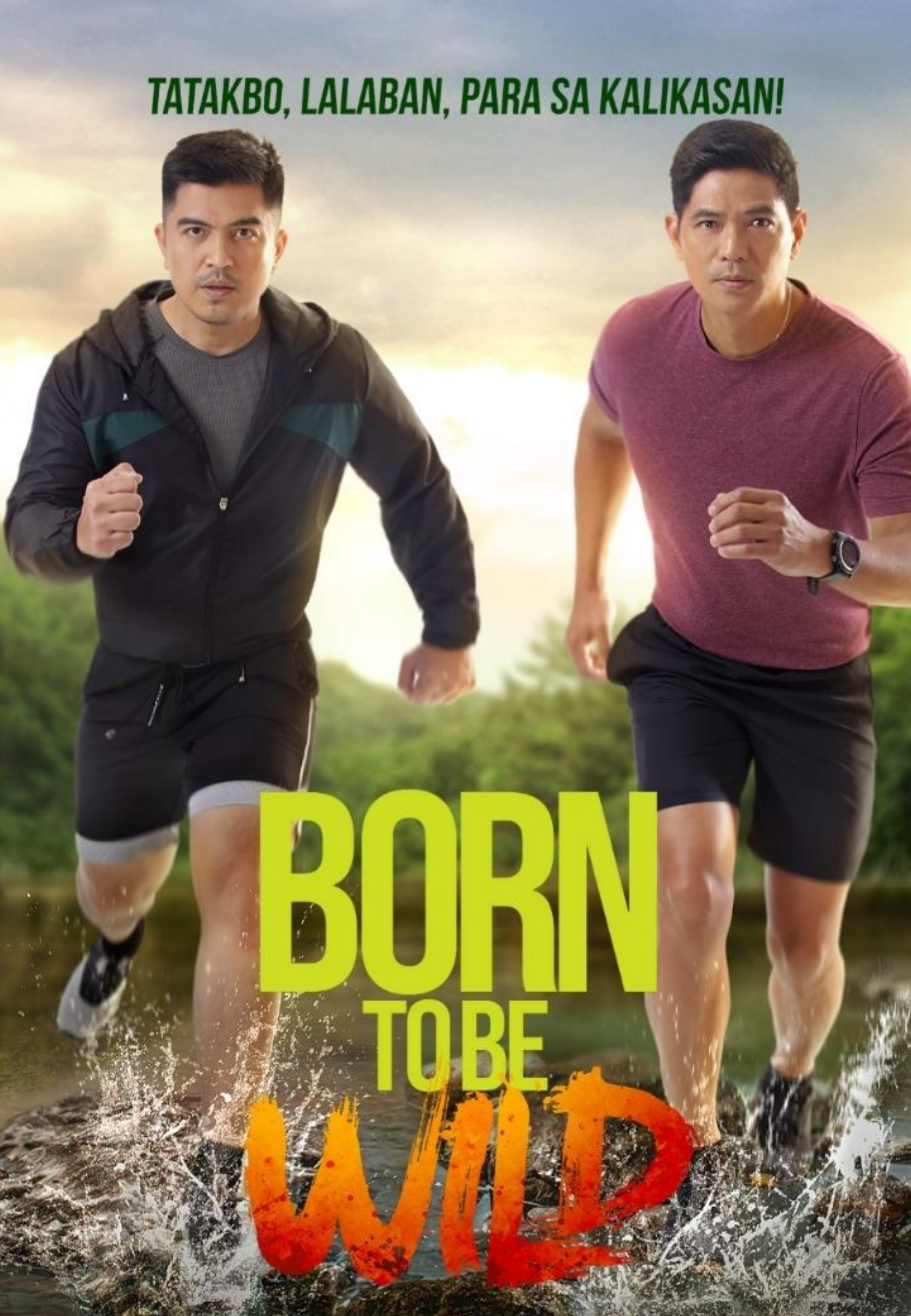
BORN TO BE WILD

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

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.




TATAKBO, LALABAN, PARA SA KALIKASAN!
BORN
TO BE
WILD

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

1 NO POVERTY

- Around 5,000 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 Dingalan, Auroral Norte to connect the remote community to trade and learning centers.

2 ZERO HUNGER

- 31,270 sacks of rice given to GMA employees.
- 11,640 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 immediate disaster relief goods and assistance during natural and man-made calamities nationwide (e.g., Typhoon Odette, fires) through Operation Bayanihan of Kapuso Foundation; Distributed Kapuso family grocery packs to daily wage earners badly affected by quarantine measures during the pandemic.

3 GOOD HEALTH & WELL-BEING

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

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

3 GOOD HEALTH & WELL-BEING (continued)

- Sagip Dugtong Buhay was a bloodletting project of Kapuso Foundation in partnership with the Philippine Red Cross, the Armed Forces of the Philippines, and the Philippine National Police.
- 19 medical missions through Gamot Para sa Kapwa in Kapwa Ko Mahal Ko (KKMK)'s partnership with SM Foundation, benefitted 4,412 individuals safely, including check-ups for senior citizens wary of going to hospitals.
- Under the Batang Kapwa Program of KKMK, provided medical and psychosocial support for 40 children with Acute Lymphocytic Leukemia, including an online puppet show by award winning Wanlu and his puppet and the annual Pamaskong Handog with food, art and school supplies, hygiene and COVID-19 kit and a special Christmas gift.
- KKMK's new program, Sagot ni Dok LIVE, was launched in 2021. The show allowed audience to ask a medical expert their concern about a specific health issue.
- 940+ features of Mangan Tila/Kumbira/Lami Syah/Namiit! on unique and popular dishes and delicacies.
- 880+ ordinary Filipinos nationwide featured in the #SpreadKindness segment of Regional TV's local programs.
- 110 episodes of Mars Pa More, a daily lifestyle magazine program that highlights trends and activities for mothers and brings to light special bonding moments shared by moms and their kids.
- 6 episodes of Sarap Di Ba, a morning show that tackles relatable and dynamic topics about family, food and fun activities for everyone.
- 51 TV episodes of Pinoy MD and Radio's Pinoy MD program, as well as Radio's Bahay at Buhay and Usap Tayo are dedicated to health and wellness discussions.
- 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.
- 44 episodes of Farm To Table, a cooking show hosted by food explorer Chef JR Royol, who gives a peek into the fascinating process of food preparation from growing and harvesting fresh ingredients, to cooking and plating mouthwatering meals that encourages viewers to rediscover the joy of eating home-cooked meals and living a healthy lifestyle.
- 11,640 families benefitted from GMA Regional TV's KBOW. KBOW provided families from different barangays with food packs, rice, and groceries, as well as locally-produced vegetables.
- Distribution of personal protection equipment to public hospitals and front liners under the Kapuso Foundation's Labanan Natin ang COVID-19 program.
- Distribution of Noche Buena packs with food and toys to 60,000 impoverished kids nationwide through Kapuso Foundation's Give-a-Gift project.

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

4 QUALITY EDUCATION

- 5 scholarship grants sponsored by GMA in 2021.
- P3.42M+ spent on trainings and seminars for GMA employees in 2021, 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.
- 60,000 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 Dingalan, Auroral Norte to connect the remote community to trade and learning centers.
- 52 episodes of iBilib, a program that features scientific experiments and explores different scientific facts and theories surrounding everyday events, challenges, life hacks, illusions and trivia presented in a fun and magical manner.
- 52 episodes of Aha!, an educational show that featured facts and trivia, primarily geared towards educating children and youth.
- Regional TV partnered with various organizations to give viewers access to information and resources, especially with restrictions in face-to-face interactions and travel.

5 GENDER EQUALITY

- 48% of GMA Network, Inc's top executives are women.
- 52.38% of the Network's Officers and 53.19% of the Network's Managers are women.

6 CLEAN WATER & SANITATION

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

7 AFFORDABLE & CLEAN ENERGY

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


GMA
KAPUSO FOUNDATION, INC.
DUNONG SA KINABUKASAN
2021

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

8 DECENT WORK & ECONOMIC GROWTH

- Around 5,000 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 Dingalan, Auroral Norte to connect the remote community to trade and learning centers.
- 52 Pera Paraan episodes that offer business ideas and teach viewers about financial literacy.
- 170+ stories featured in the following segments of RTV's local programs in 2021: May Trabaho Ka, Kapuso! (Balitang Amianan); May Trabaho Ka (Balitang Bisdak); Extra (One Western Visayas); May Trabaho Ka (One Mindanao).

9 INDUSTRY, INNOVATION & INFRASTRUCTURE

- Roll out of digital terrestrial and analog TV broadcast stations in 2021.
- Under the Kapuso Tulay Para Sa Kaunlaran Project of Kapuso Foundation, a concrete and steel hanging bridge was constructed in Dingalan, Auroral Norte to connect the remote community to trade and learning centers.

10 REDUCED INEQUALITIES

- GMA Network complied with RA 10905 or the Closed Captioning Law as all its entertainment programs and specials aired with closed captions beginning January 31, 2021, improving the accessibility of its programs to the viewers, especially the hearing-impaired.
- 293 episodes of weekly magazine shows/talk show (Kapuso Mo, Jessica Soho, Wish Ko Lang!, Good News, Tunay na Buhay, In Real Life, and Tadhana) that featured a wide range of topics on lifestyle, people, and places, primarily to educate and entertain the viewing public.

11 SUSTAINABLE CITIES & COMMUNITIES

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

OTHER CONTRIBUTIONS TO INDIVIDUAL SDGs

12 RESPONSIBLE CONSUMPTION & PRODUCTION

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

17 PARTNERSHIPS FOR THE GOALS

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



GRI CONTEXT INDEX

GRI INDICATOR	REQUIRED DISCLOSURE	REFERENCE
GRI 102: GENERAL DISCLOSURES		
1. Organizational profile		
102-1	Name of the organization	*8*
102-2	Activities, brands, products, and services	*8-11*
102-3	Location of headquarters	*8*
102-4	Location of operations	*8-11*
102-5	Ownership and legal form	*8-11*
102-6	Markets served	*8-11*
102-7	Scale of the organization	*8-11*
102-8	Information on employees and other workers	*11-18*
102-9	Supply chain	*48*
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	*56-61*
102-13	Membership of associations	*61*
2. Strategy		
102-14	Statement from senior decision-maker	*4*
102-15	Key impacts, risks, and opportunities	*21-46*
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	*13*
4. Governance		
102-18	Governance structure	*14-15*
5. Stakeholder engagement		
102-40	List of stakeholder groups	*16-17*
102-42	Identifying and selecting stakeholders	*16-17*
102-43	Approach to stakeholder engagement	*16-17*
102-44	Key topics and concerns raised	*16-17*
6. Reporting practice		
102-45	Entities included in the consolidated financial statements	*18-19*
102-46	Defining report content and topic Boundaries	*18-19*
102-47	List of material topics	*19*
102-48	Restatements of information	*Not applicable*
102-49	Changes in reporting	*Not applicable*
102-50	Reporting period	*Jan 1, 2021 to Dec 31, 2021*
102-51	Date of most recent report	*Dec 30, 2020*
102-52	Reporting cycle	*Annual*
102-53	Contact point for questions regarding the report	*2*
102-54	Claims of reporting in accordance with the GRI Standards	*2*
102-55	GRI content index	*64-67*
102-56	External assurance	*Internal Audit*

GRI CONTEXT INDEX

GRI INDICATOR	REQUIRED DISCLOSURE	REFERENCE
GRI 201: ECONOMIC PERFORMANCE		
103-1	Explanation of the material topic and its Boundary	*43-48*
103-2	The management approach and its components	*43-48*
103-3	Evaluation of the management approach	*43-48*
201-1	Direct economic value generated and distributed	*44-45*
201-2	Financial implications and other risks and opportunities due to climate change	*46*
201-4	Financial assistance received from government	*We did not receive financial assistance from the government*
GRI 204: PROCUREMENT PRACTICES		
103-1	Explanation of the material topic and its Boundary	*48*
103-2	The management approach and its components	*48*
103-3	Evaluation of the management approach	*48*
204-1	Proportion of spending on local suppliers	*48*
GRI 205: ANTI-CORRUPTION		
103-1	Explanation of the material topic and its Boundary	*48*
103-2	The management approach and its components	*48*
103-3	Evaluation of the management approach	*48*
205-1	Operations assessed for risks related to corruption	*48*
GRI 302: ENERGY		
103-1	Explanation of the material topic and its Boundary	*36*
103-2	The management approach and its components	*36*
103-3	Evaluation of the management approach	*36*
302-1	Energy consumption within the organization	*36-37*
GRI 303: WATER AND EFFLUENTS		
103-1	Explanation of the material topic and its Boundary	*38-41*
103-2	The management approach and its components	*38-41*
103-3	Evaluation of the management approach	*38-41*
303-1	Interactions with water as a shared resource	*38-41*
303-5	Water consumption	*38*

GRI CONTEXT INDEX

GRI INDICATOR	REQUIRED DISCLOSURE	REFERENCE
GRI 306: EFFLUENTS AND WASTE		
103-1	Explanation of the material topic and its Boundary	*40-41*
103-2	The management approach and its components	*40-41*
103-3	Evaluation of the management approach	*40-41*
306-2	Waste by type and disposal method	*41*
103-1	Explanation of the material topic and its Boundary	*40-41*
GRI 307: ENVIRONMENTAL COMPLIANCE		
103-1	Explanation of the material topic and its Boundary	*35-41*
103-2	The management approach and its components	*35-41*
103-3	Evaluation of the management approach	*35-41*
307-1	Non-compliance with environmental laws and regulations	*35-41*

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	*21-24*
103-2	The management approach and its components	*21-24*
103-3	Evaluation of the management approach	*21-24*
401-1	New employee hires and employee turnover	*22*
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	*23*
401-3	Parental leave	*24*

GRI CONTEXT INDEX

GRI INDICATOR	REQUIRED DISCLOSURE	REFERENCE
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its Boundary	*25-27*
103-2	The management approach and its components	*25-27*
103-3	Evaluation of the management approach	*25-27*
403-1	Occupational health and safety management system	*25-27*
403-5	Worker training on occupational health and safety	*25-27*
403-6	Promotion of worker health	*25-27*
GRI 404: TRAINING AND EDUCATION		
103-1	Explanation of the material topic and its Boundary	*28-29*
103-2	The management approach and its components	*28-29*
103-3	Evaluation of the management approach	*28-29*
404-1	Average hours of training per year per employee	*28-29*
404-2	Programs for upgrading employee skills and transition assistance programs	*28-29*
404-3	Percentage of employees receiving regular performance and career development reviews	*28-29*
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
103-1	Explanation of the material topic and its Boundary	*31*
103-2	The management approach and its components	*31*
103-3	Evaluation of the management approach	*31*
405-1	Diversity of governance bodies and employees	*31*
GRI 413: LOCAL COMMUNITIES		
103-1	Explanation of the material topic and its Boundary	*32-34*
103-2	The management approach and its components	*32-34*
103-3	Evaluation of the management approach	*32-34*
413-1	Operations with local community engagement, impact assessments, and development programs	*32-34*



GMA NETWORK, INC
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EDSA CORNER TIMOG AVENUE
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