



ABS-CBN Corporation

STATEMENT OF POLICIES and GUIDELINES FOR ELECTIONS 2022

PRINCIPLES

1. ABS-CBN Corporation (The Company) is committed to following applicable laws, rules, and regulations and complying with its contractual obligations.
2. The Company is committed to enforcing Company policies and guidelines.
3. The Company recognizes that the Commission on Elections (COMELEC) regularly issues implementing rules and resolutions related to specific election periods. The Company will periodically update its policies to comply with the pertinent guidelines and resolutions as needed.

I. STATEMENT OF POLICIES AND GUIDELINES ON EMPLOYEES SEEKING PUBLIC OFFICE

ABS-CBN's Policy on Employee Seeking Public Office states that "All employees seeking elective public office must inform management upon filing of a certificate of candidacy."

This policy covers all employees.

The Company will re-issue the Policy on Employee Seeking Public Office to remind everyone that for the upcoming 2022 Elections, relevant dates and/or periods for the filing of a certificate of candidacy-are as follows:

- a. October 1 to 8, 2021, for the filing of a certificate of candidacy (per COMELEC Resolution No. 10695 dated February 10, 2021)
- b. November 15, 2021, for substitution of nominees of a party list (per COMELEC Resolution 10695)
- c. November 16, to mid-day of election day- for substitute candidate to file a certificate of candidacy.

II. PROVISIONS OF TALENT AGREEMENTS

Existing Agreements with Talents state that Talents are required to "give immediate written notice to the Company should they become a candidate for election." These agreements further state, "the Company may exclude the appearance of the Talents and/or disallow the exhibition of their appearance or portrayal in a Program/Picture/Project during such periods required by law, such as the campaign period."

COMELEC Resolution No. 10695 designates the campaign period for the 2022 elections as:

- a. February 8 to May 7, 2022 – candidates for President, Vice-President, Senator, and Party-list groups participating in the party-list system of representation
- b. March 25 to May 7, 2022 – candidates for the House of Representatives and elective regional, provincial, city, and municipal officials



III. PARTISAN POLITICAL ACTIVITY

Talents may engage in partisan political activity in their personal capacity subject to compliance with the terms of their respective contracts and the Fair Election Act.

Employees may engage in partisan political activity in their personal capacity subject to the following conditions:

- a. They cannot engage in any activity or service that directly or indirectly interferes or conflicts with their job performance during their employment with the Company, whether within or outside their working schedule.
- b. They cannot render services for another employer without the prior consent of management
- c. Employees may campaign for a candidate or group of candidates if they have secured an approved leave of absence.¹

All personnel, staff, and talents are reminded that the Company's Social Media Policy governs the personal use of social media. They are to use their best judgment in the personal use of social media, knowing that misinterpretation or distortion of individual activities and posts is possible. On subjects or issues where one's comments may be mistaken for that of the Company, it is most prudent to clarify that any opinion they express, imply, or indicate is theirs alone and does not necessarily reflect the Company's view or position.

Integrated News and Current Affairs (INCA) personnel are governed by the INCA Code of Ethics Manual and Special Rules for INCA contained in the Social Media Policy.

IV. CONFLICT OF INTEREST

Employees are reminded to comply with the Company's Conflict of Interest policy.

The Conflict of Interest Policy states, "In performing their job duties, employees are expected to use their judgment to act, at all times and in all ways, in the best interests of ABS-CBN. A conflict of interest exists when an employee's personal interest interferes with the best interests of ABS-CBN." A conflict of interest may exist even if no unethical or improper act results from it. Conflict of interest situations can create an appearance of impropriety that can undermine confidence in the person and the Company. Employees should keep in mind conflicts of interest.

Employees who believe a conflict of interest may exist should promptly disclose this as contained in the Company's Conflict of Interest guidelines.

¹ Policy on Employee Seeking Public Office



V. NON-NEWS CONTENT

The Company shall not allow the scheduling of any program or permit any media practitioner to manifestly favor or oppose any candidate or political party by unduly or repeatedly referring to, featuring or including said candidate or political party in any program, or otherwise use media time and space for election campaigns starting from October 9, 2021 until June 8, 2022.

VI. COMPANY'S GUIDELINES ON THE AIRING OF SHOWS/MOVIES OF TALENTS WHO HAVE FILED A CERTIFICATE OF CANDIDACY.

Under Section 5 (f) of the Standard Terms and Condition of the current Agreements for Talents, ABS-CBN has the right to exclude a Talent's appearance in a Program/Picture/Project, and/or to disallow the exhibition of Talent's appearance or portrayal in a Program/Picture/Project, within such periods prohibited by law, such as during the applicable campaign period.

VII. REQUESTS FOR TALENT OR OTHER COMPANY RESOURCES

The request for the allowable use of any company property or service for political activities or purposes shall be subject to existing laws, as well as the Company's rules, procedures and policies.

Similarly, the engagement of the Company's Talents for political activities or purposes must follow and comply with the Company's rules, procedures, and policies. These requests are to be coursed to and handled by the Talent's manager.

VIII. ELECTION-RELATED ADVERTISING

The Company will issue updated policies and guidelines associated with election-related advertising as these become available based on any pertinent resolutions issued by the COMELEC.

IX. INTEGRATED NEWS AND CURRENT AFFAIRS (INCA)

In the service of the Filipino people worldwide, the ABS-CBN journalist has a role in educating voters in the election process and providing information so they may truly exercise their right to choose their leaders.

For the ABS-CBN journalist to faithfully perform these roles, ABS-CBN News has a set of ethical guidelines related to election coverage. These manuals are regularly updated as needed to stay current with changes in election laws and best practices.

The News Editorial Board will review these guidelines in preparation for the 2022 elections.

Re-statement of Company's Guidelines:



Integrated News Talents and workers are reminded that they are covered and must abide by the Integrated News and Current Affairs Standards and Ethics Manual², which provides, among others:

a. Political Affiliations

The Integrated News and Current Affairs Division does not support, directly or indirectly, any political party or group, nor does it take sides in national or international conflicts or disputes³

b. Commercial Appearances

All on-air and/or on-camera talents and employees who directly read or broadcast news stories or comment on current public issues are prohibited from appearing in commercial advertisements in any media, including but not limited to television, film, print, radio, voicing of any advertising material, and appearing live as endorser or host of any event⁴

INCA personnel are reminded that under the Halalan Code of Conduct, all ABS-CBN Journalists, as defined under the INCA Standards and Ethics Manual, must avoid any public direct or indirect expression of support for or against candidates, political parties, and political campaigns.

Original signed

August 25, 2021

² The Standards and Ethics Manual form part of the Employment Contracts for News' workers and Talents' Agreement for News talents.

³ Standards and Ethics Manual, p. 11

⁴ Id., p. 17