

2019 SUSTAINABILITY REPORT



A. SORIANO CORPORATION



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ABOUT THIS REPORT

102-46, 102-50, 102-52, 102-53, 102-54

This Sustainability Report (SR) describes the performance disclosures, both financial and non-financial aspects of A. Soriano Corporation (Anscor) and in scope, subsidiaries that include Phelps Dodge Philippines Energy Products Corporation (PDP), Seven Seas Resorts and Leisure, Inc. (SSRLI) and The Andres Soriano Foundation, Inc. (ASF), collectively, the Anscor Group.

This SR was prepared in accordance with the GRI - Core Framework and is the first SR prepared by Anscor. The reporting period covers from January 1, 2019 to December 31, 2019, and follows the annual reporting cycle of the Company.

**Sustainability for Anscor
goes beyond compliance.**

Rather, it is having sustainability as intrinsic and firmly embedded in its processes that has fueled its operations and guided Management in making sound decisions of balanced and viable investments that are respectful of people and planet. These have resulted in growth in our investments, compliant with regulations and laws.

ABOUT THE COMPANY

102-1,102-3, 102-4, 102-6, 102-7, 102-16



A. SORIANO CORPORATION

Anscor is a publicly-listed holding company with diverse investments in financial assets such as local equities traded in the Philippine Stock Exchange (PSE), bonds and equity funds, and in operating companies such as PDP and SSRLI, among others.

As a holding company, the principal sources of income for the Company are shares in net earnings of the companies in which it has investments, management fees, interest income, dividends and gains from sale of investments, mainly, trading gain on marketable securities and bonds.

The Company was incorporated on February 13, 1930 with principal office at the 7th Floor, Pacific Star Building, Gil Puyat Avenue corner Makati Avenue, Makati City.

PROFIT WITH HONOR

The late Col. Andres Soriano shaped the corporate philosophy of Anscor 90 years ago when he saw the need to align people, planet and profit for socially responsible companies to operate with viability, sustainability and service as inseparable.

The strength of Anscor's businesses is financial stability with extraordinary public service, aligned with the national welfare, so that there exists:

- Fair and balanced financial returns for the Company and its stockholders through transparent, accountable and good governance;
- Effective management of direct and indirect impacts in the company's value chain from employees, customers, suppliers, resort guests, and local communities; and,
- Development of surrounding communities where the Company has corporate presence and a commitment to conserve terrestrial and marine biodiversity.





VISION

A successful and reliable investment company that generates adequate and/or superior returns in both income and cash dividends

MISSION

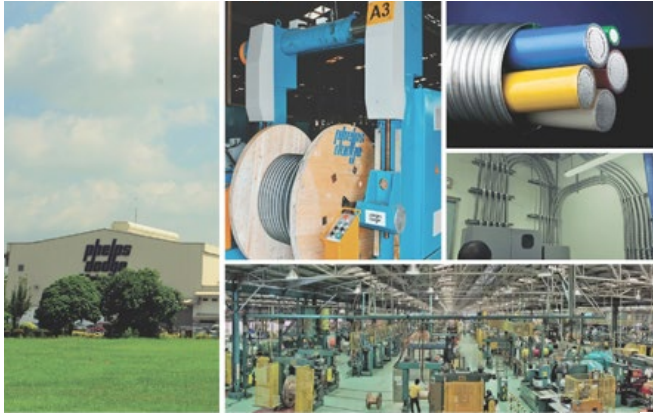
Invest in a diversified base of earnings and cash flow, achieve a good balance between short-term and long-term investments, invest with strategic partners in businesses with good prospects for growth, and give management a high level of controlled autonomy within the purview of corporate governance standards

VALUES

- Build relationships with our stakeholders founded on mutual respect, trust and confidence and fair play
- Maintain a high degree of integrity and transparency in all our dealings, both internal and external
- Responsibility to Society – Profit with Honor: Couple financial stability with extraordinary public service aligned to the national welfare

SUBSIDIARIES IN THIS REPORT

102-2, 102-13



PDP is the leading domestic integrated manufacturer of quality wires and cables. Its product line is composed principally of copper-based wires and cables, and aluminum wires, cables and accessories.

It is a wholly owned subsidiary of the Company. Its main office is at the 2nd Floor, BCS Prime Building, 2297 Chino Roces Avenue Extension, Makati City and its manufacturing plant is located in Luisita Industrial Park, San Miguel, Tarlac City. PDP currently chairs the Philippine Electrical Wire Manufacturers Association (PEWMA).



AMANPULO

SSRLI is the owner of the world-renowned Amanpulo Resort. The Company's holdings comprise 62% ownership of SSRLI. Managed by Aman Resorts, Amanpulo is located on an 89-hectare island called Pamalican, an idyllic tropical haven for beach lovers surrounded by white sand beaches, turquoise waters and coral reefs. Its world-class facilities continue to attract foreign and local tourists. Amanpulo has consistently been recognized internationally as a premier beach resort.

Amanpulo is a member of the Philippine Hotel Owners Association, Cost Controller's Association in the Hospitality Industry, Inc. and the Information Technology Association of the Philippines.



ASF is the corporate social responsibility arm of the Company that helps local communities develop sustainably by providing infrastructure and tools for self-reliance. ASF has three main programs: Small Island Development Program, Cancer Care Program and Disaster Relief Response Program. ASF's main office is located at A. Soriano Aviation Hangar, Andrews Avenue, Pasay City. It has field offices in Barangays Manamoc and Tenga-Tenga, both in Cuyo, and in Barangay Cambian, Agutaya, all in the province of Palawan.

ASF actively participates in these national networks of non-government organizations (NGOs): League of Corporate Foundations, Philippine Council for NGO Certification, and the Association of Foundations. ASF represents the latter association in one of the four Commissions of Caucus of Development NGOs (CODE-NGO), an umbrella organization of 12 NGO Networks in the country.

STAKEHOLDER ENGAGEMENT

102-40, 102-41, 102-42, 102-43, 102-44

The Company and the in-scope subsidiaries acknowledge and put a premium on the immense value of our stakeholders. It is because of them that we strive to be leaders and be the best in our respective industries. We regularly communicate and engage our stakeholders on issues and concerns that are significant to them.

Our Commitment		Our Engagement Channels
Employees	Our employees are an important resource of the Anscor Group. We provide them with competitive salaries and benefits, ensure their safety and security in their workplace, and regularly engage them to keep them motivated and maintain industrial peace.	<ul style="list-style-type: none"> • Quarterly town hall meetings/dialogues • General Manager's (GM) Dialogue • Annual employee survey • The Voice • Family Council • Social and recreational gatherings • Labor-Management Council
Customers and Guests	We recognize that we must live up to the needs and wants of our customers and guests. We therefore constantly conduct research and development to provide them with superior products and services that adhere to universally accepted norms and standards on safety for both our customers and the environment.	<ul style="list-style-type: none"> • Contact building for product development • Monthly face-to-face visits and phone calls • Post-stay survey on guest experiences • Guest ratings in online travel companies like Trip Advisor • Feedback within 24 hours on delivery and production concerns
Suppliers and business partners	We work towards establishing reciprocal partnerships with small, medium and large companies that share our ideals and values in doing business.	<ul style="list-style-type: none"> • Regular phone calls for day-to-day transactions • Annual meetings to review partnership expectations • Audit review
Local communities and society	<p>We endeavor to be a good corporate citizen by providing livelihood opportunities, access to education and medical services to our local partner communities.</p> <p>We ensure that we comply with all laws and regulations that govern and affect our businesses including those that pertain to the protection of the environment and the health, safety and security of local communities and society.</p>	<ul style="list-style-type: none"> • Provide livelihood to neighboring communities by supporting local products and fresh produce • Local initiatives of ASF
Stockholders	The Anscor Group is committed to achieving its goals and objectives in profitability, growth and shareholder value, and protecting the interests of its shareholders.	<ul style="list-style-type: none"> • Annual stockholders meeting • Quarterly and bi-monthly board meetings and one-on-one meetings • Project briefings

MATERIALITY ASSESSMENT



1

IDENTIFICATION

A Management Team was formed from the Anscor Group to identify stakeholder issues and concerns considered important, guided by the GRI standards framework.



2

PRIORITIZATION

The Management Team identified, prioritized, evaluated and managed key sustainability topics affecting Anscor's businesses and stakeholders.

- Created a sustainability risk universe of topics affecting the governance, economic, social and environmental dimensions of business operations from financial and non-financial data for reporting accuracy;
- Identified material topics and sub-topics and assessed and prioritized each topic based on the Materiality Principle; and,
- Held two rounds of review to assess and prioritize the materiality of the topics chosen.

Review and analysis have given us valuable learning and insights into our inner working system and allowed us to identify strengths, opportunities and areas for improvement to further scale up impact in our future undertakings.



3

VALIDATION

The list of material topics was presented to and validated by the Sustainability Reporting Committee of Anscor composed of the Executive Vice President for Finance and Chief Financial Officer (CFO), the Vice President-Comptroller, and the Vice President and Assistant Corporate Secretary/Compliance Officer.



4

ALIGNMENT

Anscor aligned its impacts in business and humanity with the universal targets of the 17 United Nations' (UN) Sustainable Development Goals.



5

APPROVAL

All information in this Sustainability Report including the material topics and aligned SDGs were approved by Anscor's Management.



6

REPORTING

The 2019 Anscor SR that contains the Anscor Group's sustainability framework and four pillars was produced, published and submitted to the Securities and Exchange Commission (SEC) in compliance with the Sustainability Reporting Guidelines for Publicly-Listed Companies under SEC Memorandum Circular No. 4-2019.

SUSTAINABILITY FRAMEWORK

102-47

The Company's overall business strategy is anchored on four basic sustainability pillars. The Sustainability Framework defines and provides credence to the long-standing belief of aligning profit, people and planet guided by business ethical standards to attain the desired level of sustainability.

This SR highlights material topics within each pillar, namely, compliance with laws and regulations, economic performance, employee hiring and benefits, occupational health and safety, water efficiency and effluents and waste.



CHAIRMAN'S MESSAGE

102-14

VALUES WITHIN US, PRINCIPLES THAT BIND US

Our Company begins this year, its first Corporate Sustainability Report (SR), in accordance with the Global Reporting Initiative (GRI) to present how Anscor has been delivering positive results to our investments while always operating on principles and values that have, through the years, enabled our Company to be a responsible corporate citizen.

Sustainability for Anscor goes beyond compliance. Rather, it is having sustainability as intrinsic and firmly embedded in its processes that has fueled its operations and guided Management in making sound decisions of balanced and viable investments that are respectful of people and planet. These have resulted in growth in our investments, compliant with regulations and laws.

Our four sustainability pillars - areas in Corporate Governance (Transparency and Good Governance), Economic Performance (Balanced and Inclusive Growth), Social (Responsive Stakeholder Relations) and Environmental (Environmental Stewardship) - that henceforth will be tracked and recorded in



succeeding SRs, bring to life Anscor's corporate values of trust, fairness, integrity, transparency, and responsibility to society.

Our Company remains steadfast in its corporate mission of balancing short-term and long-term investments, choosing similarly principled strategic partners in viable businesses to carry out its vision of being a respected and reliable investment company.

Internally, our corporate culture and organizational structure and practices will continue to support our vision and mission.

Through its investments both in the Philippines and abroad, Anscor is committed through its sustainable business strategy to contribute to the attainment of 14 out of 17 Sustainable Development Goals of the United Nations, "a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030."



ANSCOR'S COMMITMENT TO THE UN SDGs. The Company through its operations, products and services is committed to contribute to 14 Sustainable Development Goals of the United Nations.

The Company operates its businesses ensuring a greater return for its investments while at the same time guaranteeing that the natural environmental integrity is not sacrificed and the human capital is respected. In Anscor, sustainability drives business success.

In this 2019 SR, we focus on our best practices from Anscor Group companies, namely: Phelps Dodge Philippines Energy Products Corporation (PDP), Seven Seas Resorts and Leisure, Inc. (SSRLI) and the Andres Soriano Foundation (ASF).

In succeeding Anscor SRs, we will continue to discuss our subsidiaries' best practices and progress as we enhance our sustainability framework and set measurable targets.

Sustainability integrated in our business strategies focuses our Company on doing well by doing good especially in difficult times.

With the current outbreak of the pandemic caused by the 2019 coronavirus (COVID-19), Anscor will continue to implement contingency plans for the safety, health and security of our employees, the communities we serve, customers, guests and partners; effect measures to help stem the spread of COVID 19, extend relief assistance to communities affected by the enhanced community quarantine; and ensure business continuity.

We thank our stakeholders - our stockholders, employees, suppliers, customers, partners, communities we serve - for co-creating value with us not only to grow investments, but more so to consistently carry out sustainable and responsible operations respectful of people and planet.


ANDRES SORIANO III
Chairman and CEO

COMPANY HIGHLIGHTS



CORPORATE GOVERNANCE

TRANSPARENCY & GOOD GOVERNANCE

- The Anscor Group is composed of competent and capable leadership committed to corporate governance.
- The functional governance structure clearly delineates roles and functions of the Board, Committees and Management.
- There is strict adherence to the reporting and disclosure requirements of the Securities and Exchange Commission and the Philippine Stock Exchange under pertinent rules and regulations.



ECONOMIC

BALANCED & INCLUSIVE GROWTH

- Consolidated total assets stood at P23.1 billion while consolidated revenues amounted to P10.7 billion with a net income of P1.84 billion.



SOCIAL

RESPONSIVE STAKEHOLDER RELATIONSHIPS

- There were no work-related fatalities for both employee and non-employee workers.
- The Anscor Group has established credibility and quality standards for its products and services as demonstrated by continuing presence of product patronage and returning guests.
- ASF is a "Go To" NGO by Local Government Units (LGUs) and partners - National and Local Government agencies and other private companies - where it has a social development presence.
 - * Provided relief assistance for 2,000 families or 10,000 individuals in three barangays in Makilala, North Cotabato affected by four successive earthquakes in October 2019 and trained 28 community volunteers for psycho-social support for children and youth in distress
 - * COVID-19 assistance: Donated medical supplies, thermal scans and PPEs for 402 frontline health workers from five hospitals and three rural health units; and food packs and hygiene kits for 10 barangay health centers. Fifty cancer patients were provided with a month's supply of Vitamin C and 4,208 families or 21,040 individuals in Palawan sites were provided with food packs.



ENVIRONMENTAL

ENVIRONMENTAL STEWARDSHIP

- The Anscor Group has not been involved nor has it experienced any sanctions in environmental violations, be it in the form of fines, administrative or judicial sanctions. It had no experience on spills related to GRI 306: Effluents and Waste.
- SSRLI has had no experience of organizational default from its waste disposal contractor.
- No hazardous wastes were imported, exported nor treated onsite.
- Water consumption in Amanpulo will be reduced by 10% by 2020.



AWARDS & RECOGNITIONS

- The Anscor Group has been cited for community service, customer service excellence and world class standards of facilities.



DepEd RECOGNITION. ASF received a Plaque of Recognition from DepEd Undersecretary Tonisito M.C. Umali (right) for its lifelong support for DepEd's Senior High School Program. The award was given during the recent Partners Recognition at the DepEd Central Office, Pasig City.

ASF

- Highly recognized as an NGO-Partner by the Department of Education (DepEd)
- Recognized by LGUs as the only active NGO in Cuyo, Agutaya and Magsaysay, Northern Palawan
- Received the Seal of Good Housekeeping and Good Governance from the Philippine Council for NGO Certification
- Certified as a Donee Institution by the Bureau of Internal Revenue
- Recognized by the Department of Social Welfare and Development (DSWD) as the first community-based NGO with Level 3 Accreditation for its programs and services



PDP

- Our Plant is certified under the following management systems: ISO 9001:2015 for quality management, ISO 14001:2015 for environmental management, and OHSAS 18001:2007 for safety management.
- Hall of Fame Awardee from the Philippine National Red Cross Tarlac Provincial Chapter for consistent support for its blood donation program



Amanpulo (SSRLI)

- Mentioned as "The Resort to Visit" by *Harper's Bazaar Magazine*, a leading US lifestyle magazine. The Philippines was named as the 10th top destination out of the 20 Best Places to Travel in 2020
- Nominated for the Pathfinder Award at the Aman Global Awards 2019 for innovations that bring both guest experience and remarkable revenues
- "Best Resort in Asia" second place by the benchmark-setting elite publication for high-end travelers, *Gallivanter's Guide*
- Featured in *Conde Nast Traveler's Gold List 2019* for the "wow factor" of the private pool of its treetop pool casita
- Named in November 2019 as one of the best luxury resorts in Palawan by *Lifestyle Asia Singapore*
- Preparing for ISO 22000 certification in 2020

CORPORATE GOVERNANCE: TRANSPARENCY AND GOOD GOVERNANCE 102-5, 102-7, 102-18



GOVERNANCE STRUCTURE

The Board of Directors is primarily responsible for the governance of Anscor. It is composed of seven Directors with diverse knowledge and experience relevant to the Company's industry sector. The Board is a mixture of executive and non-executive Directors to allow a balance of ideas and experience in the business of the Company.

The Board is guided by the Company's By-laws and Manual on Corporate Governance issued in compliance with SEC Memorandum Circular No. 19-2016 promulgating the Code of Corporate Governance for Publicly Listed Companies and other Company Policies which are all posted in the Company's website. Policies that guide employees in fulfilling their duties are in the Anscor Code of Business Ethics and the Anscor Employee Handbook.

At least two of the Directors are Independent Directors as required under the Securities Regulation Code. The Independent Directors serve for a maximum cumulative term of nine years. Should the Company want to retain an Independent Director who has served for nine years,

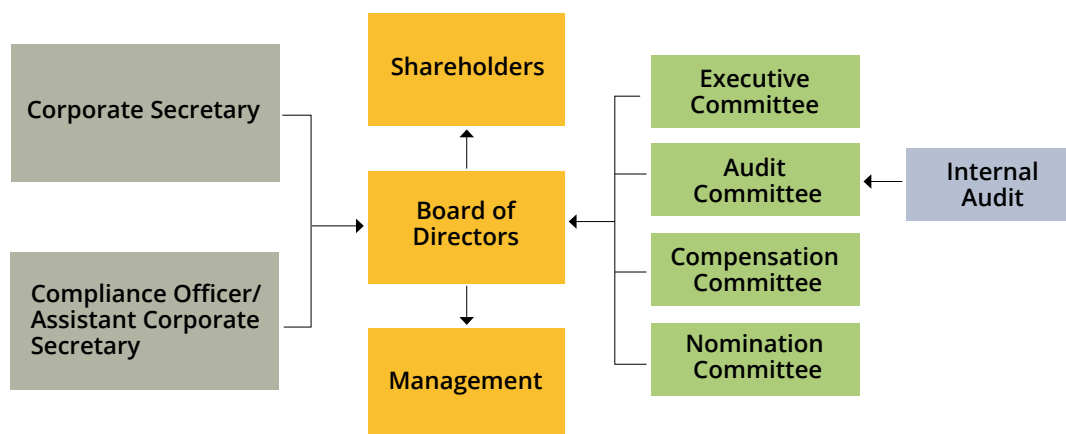
the Board shall provide meritorious justification and seek shareholders' approval at the annual shareholders' meeting.

The Board has constituted several Committees to support the effective performance of the Board's functions. These Committees are the Executive, Audit, Compensation and Nomination Committees. The present Audit and Compensation Committees are chaired by an Independent Director.

The Company strictly adheres to the reporting and disclosure requirements of the SEC and PSE under pertinent rules and regulations.

With respect to its subsidiaries, Anscor has an existing Management Agreement with PDP, with Anscor's CFO acting at the same time as PDP's President.

For SSRLI, as a 62.3% owned subsidiary, Anscor nominates five out of the nine Directors in its Board. Amanpulo's operation is handled by Aman Resorts on behalf of SSRLI by virtue of an Operating Agreement.



CORPORATE GOVERNANCE MECHANISMS

- By-laws
- Manual on Corporate Governance
- Audit Committee Charter
- Material Related Party Transaction Policy
- Company Policies

BOARD OF DIRECTORS



1



2

1 **ANDRES SORIANO III**
Chairman of the Board/
Chief Executive Officer/President

2 **EDUARDO J. SORIANO**
Vice Chairman

3 **ERNEST K. CUYEGKENG**

4 **JOHNSON ROBERT G. GO, JR.***

5 **OSCAR J. HILADO****

6 **JOSE C. IBAZETA**

7 **ALFONSO S. YUCHENGCO III****



3



4



5

Executive Committee

Andres Soriano III	<i>Chairman</i>
Eduardo J. Soriano	<i>Vice Chairman</i>
Oscar J. Hilado	<i>Member</i>
Ernest K. Cuyegkeng	<i>Member</i>
Jose C. Ibazeta	<i>Member</i>

Audit Committee

Oscar J. Hilado	<i>Chairman</i>
Eduardo J. Soriano	<i>Member</i>
Jose C. Ibazeta	<i>Member</i>

Compensation Committee

Oscar J. Hilado	<i>Chairman</i>
Andres Soriano III	<i>Member</i>
Alfonso S. Yuchengco III	<i>Member</i>

Nomination Committee

Eduardo J. Soriano	<i>Chairman</i>
Oscar J. Hilado	<i>Member</i>
Alfonso S. Yuchengco III	<i>Member</i>



6



7

* Elected on November 19, 2019 to serve the unexpired term of Mr. John L. Gokongwei, Jr. who passed away on November 9, 2019

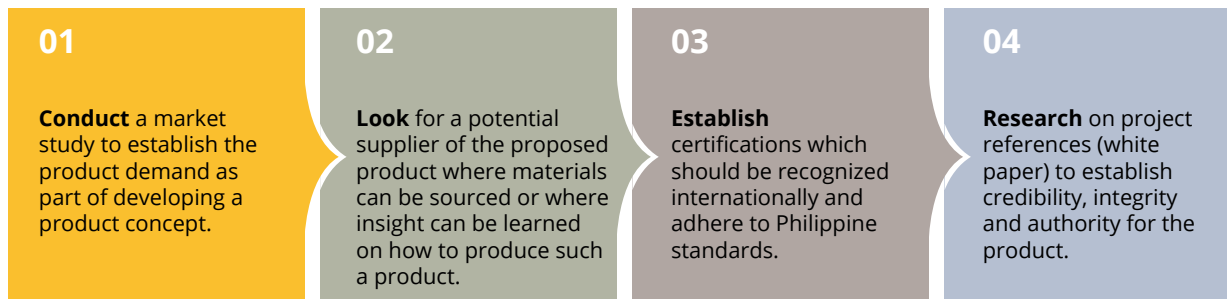
** Independent Directors of the Company

QUALITY ASSURANCE

102-11

PDP

When PDP launches or introduces a new sourced or manufactured product, the process below is followed:



SSRLI

Given Amanpulo's island location, its core response team which includes its medical staff and security force has been rigorously trained on systematic and procedural handling of emergency situations.

Amanpulo has an Emergency and Evacuation Plan that has been implemented a number of times during typhoons which threaten the safety and security of guests and employees in the resort.

COMPLIANCE WITH LAWS AND REGULATIONS

103-1, 103-2, 103-3

Data Privacy 418-1

Protecting information is an integral part of the business of the Anscor Group to foster mutually beneficial and long-term business relationships with its customers and partners.

With Anscor, given its 11,087 stockholders, data privacy is important. The Company is committed to comply with the Data Privacy Act (DPA) of 2012 and its policy of protecting the fundamental human right of privacy and communication for free flow of information that promotes innovation and growth.

The Company implements the National Privacy Commission's Five Pillars of Data Privacy Accountability and Compliance:

1. Appoint a Data Protection Officer
2. Conduct a Privacy Impact Assessment
3. Have a Privacy Manual
4. Implement Data Privacy and Protection Measures
5. Exercise Breach Reporting Procedures

To safeguard the privacy of stockholders' personal information, a dedicated Stock Relations Officer is assigned to handle stockholder inquiries and data storage capabilities, and security measures are implemented. Anscor's stock transfer agent has its own Data Protection Policy outlining the scope, its responsibilities, protection of information, and disciplinary consequences for any breach of the policy.

No incidents or complaints were reported and received by Anscor or by its stock transfer agent for loss or breach of data in 2019. Likewise, PDP had no incidents of breach of customer privacy or loss of customer data during the year.

Environmental Compliance 307-1

The Anscor Group is committed to minimize its impact on the environment especially in areas where it has corporate presence. This is particularly true for its operations in Palawan where Amanpulo is located.

Pamalican Island is a natural nesting and feeding ground of the critically endangered hawksbill sea turtle (*Eretmochelys imbricata*) and green sea turtles (*Chelonia mydas*). The surrounding reefs are home to fish, rays, sharks, clams, pygmy seahorses and a diverse species of corals.

The ecological importance of the island as a habitat not only to these two endangered species but also to others of the same vulnerability both in the marine and terrestrial environments underscores its importance to the operation of the resort.

SSRLI aligned its protection and conservation efforts with the island's ecosystem requirements by commissioning an Environmental Impact Assessment and preparing a long-term Environmental Management Plan (EMP).

The EMP emphasized SSRLI's policy statement of protecting the island's natural integrity of both terrestrial and marine habitats and the lives dependent on it, without compromising economic viability.

SSRLI complies with the following environment laws: Wildlife Resources and Their Habitat (Republic Act [RA] No. 9147), the Ecological Solid Waste Management (RA No. 9003), Toxic Substances and Hazardous Wastes Control Act of 1990 (RA No. 6969), Philippine Clean Air Act of 1999 (RA No. 8749), Presidential Decree 1586 on Philippine Environmental Impact Statement System, and The Philippine Clean Water Act of 2004 (RA No. 9275).

Amanpulo has an Environmental Compliance Team with the General Manager as the Chief Environmental Executive working with two Pollution Control Officers (PCOs) accredited by the Department of Environment and Natural Resources - Environmental Management Bureau (DENR-EMB). It has also commissioned a marine biologist to assist in protecting and conserving the coral reefs and other marine life.

To keep the island's ecological balance, the resort has carefully chosen land and water activities that guests can enjoy without harming life below water. Mooring buoys mark the anchorage of speedboats during diving and snorkeling. There are specific locations for anchoring service pump boats owned by the staff residing in the nearby island communities, and established sea lanes for incoming and outgoing pump boats.

Monitoring the live coral cover continues as natural occurrences can threaten coral reefs. In the past three years there have been sea temperature changes, tidal wave actions, and the invasion of the Crown-of-Thorns Sea Star, a large starfish, and the Drupella snails that both feed on live corals. These can create stress for corals causing them to lose the zooxanthellae, the algae that live in corals and give them color and produce food. These factors slow down growth making corals susceptible to be overgrown by algae, to contract diseases and eventually die.

SSRLI is reviewing its EMP and depending on reassessment results, future programs could include



the Turtle Protection Program, a phased Coral Recovery Program, and a sustainable Marine Protection Management Plan.

From a barren and coconut plantation, flora and fauna have flourished on Pamalican Island. Endemic trees, plants and shrubs have been regrown and other plant species were also introduced to the island. The resort has pioneered the use of electrical and solar-driven club cars for guests and service staff to protect the clean air of the island.

On solid waste management, a detailed classification of and segregation at source including collection, recovery, disposal and transport were included in its solid waste management plan and the company heavily invested in its implementation.

SSRLI has not been involved nor has it experienced any sanction be it in the form of fines, administrative or judicial sanctions. It has no experience on spills related to GRI 306: Effluents and Waste.

ECONOMIC: BALANCED AND INCLUSIVE GROWTH

201-1, 201-4

Anscor systematically reviews the Company's strategy and its financial plans to meet its goals and objectives in profitability, growth and shareholder value.

As of December 31, 2019, the Anscor Group's (including other subsidiaries and affiliates of Anscor not covered in this SR) consolidated total assets stood at P23.1 billion while consolidated revenues amounted to P10.7 billion with a net income of P1.84 billion.

Anscor invests in both operating companies and financial assets from which dividends, equity earnings, interest income and gain on sale of investments are derived as revenues. It keeps a tight watch on the existing portfolio of businesses and on new opportunities.

Direct Economic Value Generated and Distributed*

(In Million Pesos)

	2019	2018	2017
Direct Economic Value Generated	10,695.4	9,781.0	10,584.6
a. Operating Costs	7,656.9	8,057.5	6,995.2
b. Employee Wages & Benefits	533.4	530.2	577.6
c. Dividends given to Stockholders and Interest Payments to Loan Providers	663.8	681.5	329.5
d. Taxes given to Government	484.6	395.3	313.3
e. Investments to Community	9.6	6.6	11.9
Direct Economic Value Distributed	9,348.3	9,671.1	8,227.5
Direct Economic Value Retained	1,347.1	109.9	2,357.1

* The data presented are derived from the Audited Financial Statements for the period 2019, in accordance with relevant Philippine Financial Reporting Standards.

SUPPLY CHAIN 102-9, 102-10

Amanpulo Supply Chain

As of this reporting period, there were no significant changes to the organization's size, structure, ownership or supply chain of both Amanpulo and PDP.

Amanpulo is located on a private island known as Pamalican (Filipino word meaning "a place to return to or keep going back"), set among the Quiniluban Group of Cuyo Islands, 360 kilometers southwest of Manila. With its remote location, the only way to get to the island is through a private charter.



For supplies needed by the resort, the company relies on two modes of transportation. The daily fresh produce, other perishables, imported meats, seafoods and premium beverages for the guests are transported via plane. Dry goods, chemicals, office supplies, LPG, linens, other fuel and oil, engineering supplies, construction materials and other operating equipment are forwarded to the island via Batil, a Filipino boat transporter of inter-island goods.

PDP Supply Chain

PDP's supply chain is a flexible component of its intricate business operation. Its modern-day practices of supply chain management still provide elbow room even as most of the suppliers are traditional companies. The decision-making process responds first to the needs of the business and how it affects the supply chain. PDP has to think differently and unconventionally with a creative thinking process to maintain its market leader position within the industry.



01

PDP's supply chain has various components and usually starts with:

- a. A planning group for production that schedules machine operations and determines the needed raw materials for the operations
- b. Promotional activity planning handled by the marketing group.



02

Once a need is identified and a plan has been formulated, it is then referred to the purchasing group for proper identification of sources/suppliers. PDP has about 340 suppliers: 80 foreign and 260 domestic. These suppliers are of a varied kind, from the complex (suppliers of production machines, special alloys, etc.) to the usual suppliers of office supplies and the like. Foreign suppliers are spread across different countries. Estimated monetary value paid to suppliers monthly is about P500 million, the bulk of which is for the payment of copper rods.



03

PDP's system ensures that our suppliers adhere to our standards and comply with laws and regulations. We require them to submit documents to establish the legitimate nature of their company as well as their financial capability. Part of our process is to conduct supplier visits to check their facility, meet their core team, and inspect the quality of their products. This is done regularly throughout the year.

SOCIAL: RESPONSIVE STAKEHOLDER RELATIONSHIPS

OUR PEOPLE AND VALUES

The Anscor Group firmly believes that its progress and leadership in its industries largely depend on its most valuable assets - the employees - who are carefully selected, trained and motivated to be achievers.

On this premise, the Anscor Group maintains the highest standards of professionalism in their organization by recognizing and optimizing the individual's strength, capabilities and productivity through training and development.

Professional development maximizes the efficiency and effectiveness of the employee's performance of functions,

duties and responsibilities, improves morale, and deepens the commitment to and practice of corporate values.

The Human Resources (HR) Departments in the Anscor Group identify training and development needs based on the employee's career path and program needs and match the individual to the job that best suits his ability. This provides the opportunities for advancement and growth for job satisfaction, high morale and harmonious employee relations.

The Anscor Group has 685 employees, itemized in the table below.

Distribution of Employees by Classification per Company (According to Position and Rank)

Position Category	Parent	Subsidiaries			Group Total
		SSRLI	PDP	ASF	
Top Management	12	8	6	4	30
Middle Management	0	40	7	2	49
Supervisors	0	44	13	0	57
Rank & File	12	288	235	14	549
TOTAL	24	380	261	20	685



EMPLOYMENT 102-8, 103-1,103-2,103-3, 401, 401-1, 401-2

The Anscor Group upholds the dignity of labor by implementing HR policies and practices that put a premium on the importance of people in the organization.

PDP

In a competitive industry, PDP is a market leader, recognized for both its high quality products of wires and wiring solutions, earning it ISO certifications for its quality, environmental and safety management. To sustain these established standards, PDP requires dedicated and competent employees.

PDP is 100% compliant with all the mandatory benefits required by law. Aside from the mandatory benefits, PDP also provides benefits which are above labor standards



PDP has social activities for employees such as team building sessions and company outings.

such as medical and dental benefits, life and accident insurance, special allowances, employee loans and social activities for employees like the annual team building and Christmas party.

This has positively impacted employee satisfaction and retention. The annual data in the last three years from 2017 to 2019, showed that employee turnover plateaued in the last two years.

Laying the groundwork for employee growth and satisfaction leading to PDP's success begins at the hiring process. As a highly technical production company, it ensures that the applicants' knowledge, attitude and skills are closely related to the nature of the enterprise as these impact the overall business environment of the company. PDP regularly reviews its employee hiring policies and practices by benchmarking with industry standards.

PDP New Employee Hires 2019

		2019
By Age Group	18 years old and below	0
	19-30 years old	24
	31-40 years old	7
	41-50 years old	1
	51 years old and above	0
By Gender	Male	25
	Female	7
By Region	NCR	13
	Central Luzon	16
	Region XII	1
	Region V	1
	Region VI	0
	Region X	1

PDP Employee Turnover 2019

2019		
By Age Group	18 years old and below	0
	19-30 years old	3
	31-40 years old	2
	41-50 years old	12
	51 years old and above	0
By Gender	Male	8
	Female	9
By Region	NCR	13
	Central Luzon	4
	Region X	0

Amanpulo

For Amanpulo, an industry-appropriate and adequate benefit package is provided to regular, full-time employees, so that this benefit package is competitive and well within the standard of the industry.

In addition to the 10 employee fringe benefits required by law, 15 additional benefits bring the total benefits to 25, a key factor in employee retention and high

employee productivity. These include entitlement to stay at any Aman Hotel free of charge for seven nights a year plus 50% discount on food and beverage, recognition of employees through its annual Outstanding Employee Award for rank and file, supervisors and managers, and provision of recreational, healthy lifestyle, and gym facilities to its staff.

Amanpulo New Employee Hires 2019

Total		
By Age Group	18 years old and below	0
	19-30 years old	23
	31-40 years old	10
	41-50 years old	1
	51 years old and above	2
By Gender	Male	15
	Female	21
By Region	Mimaropa	4
	NCR	31
	Expat	1

Amanpulo Employee Turnover 2019*

Total		
By Age Group	18 years old and below	0
	19-30 years old	23
	31-40 years old	25
	41-50 years old	1
	51 years old and above	3
By Gender	Male	17
	Female	35
By Region	Mimaropa	11
	NCR	36
	Expat	5

* Employee turnover in 2019 was recorded at 52, or 28% and 37% lower from 2018 and 2017, respectively, a normal trend due to the nature and location of the business.



OCCUPATIONAL HEALTH AND SAFETY

103-1, 103-2, 103-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9.

A core value of the Anscor Group is providing a healthy, safe and risk-free working environment for its personnel and stakeholders who work or have business at its workplace. Safety is an integral part of managing the business that defines workplace and job-related risks and establishes appropriate preventive measures. Everyone who has working relationships with the business is expected to behave safely inside and outside of work.

Occupational Health and Safety (OHS) is a material topic for the Anscor Group primarily for PDP because of the nature of its business and its impact on stakeholders and the organization.

PDP's OHS Management System complies with all applicable OHS legal requirements by the Department of Labor and Employment (DOLE), the Bureau of Fire Protection (BFP) and the LGU. It is implemented based on OHS Assessment Series 18001:2007

PDP's OHS Program covers employees of PDP, third-party contractors and all PDP activities in the Makati Office and the Tarlac Plant. It prevents accidents and cases of work-related ill health for potential work-related safety risks by providing guidelines and information, and adequate training for safety competence and awareness.

- Policies ensure compliance and that violations have an equivalent consequence for the employee.
- Every stakeholder is required to sign annually safety expectations containing the commitment of each one to have various safety nets to prevent casualties and accidents.
- Safety goals and objectives are incorporated into the employees' individual scorecards, which are part of PDP's performance management system.
- Various committees such as the Safety Committee and the Employee Health and Safety (EHS) Committee monitor safety program implementation. Recognition or simple tokens are given monthly to employees who exhibit noteworthy safety behavior.

The management approach on OHS and the progress of each department's key performance indicators are evaluated by internal auditors and externally by an ISO audit.

The OHS system includes procedures for Job Hazard Analysis and Hazard Identification Risk Assessment and Control that are regularly implemented and reviewed. These are included in safety refresher courses so workers can identify significant risks and determine controls to lessen, if not, eradicate those risks.



The following trainings are provided to the workers annually:

- OSH Training - an 8-hour session given to employees to refresh them on the various aspects of the OSH program
- JSA Training (Job Safety Analysis Training)
- BBS Training (Behavior-based Safety Training)
- 5S Training (Good Housekeeping Training)
- Daily Dialogue on Safety: At the start of every shift, employees (per group/team) gather to discuss various safety issues and topics. An employee is assigned or volunteers to share a topic on safety which can be discussed by the group. It is also an avenue to inform everyone and discuss with them should there be any safety-related incidents involving one of their co-employees.



SAFETY TRAININGS. Chemical safety training (top photo) and Fire Brigade Training (above)



SAFETY RECORD

Based on the Safety Record and Report of PDP for its employees, no fatality occurred during the period although one incident of high-consequence work-related injury was recorded in September 2019.

The same information/situation has been noted for all workers who are not employees but whose workplace is controlled by PDP.

Work-Related Injuries 2019

Company Employees			Third-Party Workers		
Fatality Occurrence	Incidence of high consequence work-related injury	Rate of high consequence work-related injury*	Fatality Occurrence	Incidence of high consequence work-related injury	Rate of high consequence work-related injury*
0	1	1.62	0	1	1.62

* The rate of high-consequence work-related injuries (excluding fatalities) of 1.62 was calculated based on the following formula: 1 (incident)/618,910 (man-hours) x 1,000,000 (hours worked).

To eliminate hazards and minimize risks using the hierarchy of controls, PDP:

- Reviews the safety standards and safety incidents with the workers through the Behavior-based Safety Team
- Reviews procedures, provides job instructions and visual aids, and installs warning signs
- Reviews and updates the job safety analysis process
- Modifies the safety guard of the machine involved and replicates the improved practice and standard for safe operation of other machines
- Enforces appropriate disciplinary actions for the concerned operator for unsafe work behavior

THE ISLAND TRANSFORMED

Barren before resort operation

Pamalican Island in the northern part of Palawan province was a barren land before Amanpulo started operations in 1993. The previous owner converted the island into a coconut plantation. When the resort broke ground, cultivated areas that were previously planted with coconuts were allowed to revert to its natural state to begin rehabilitation of the island.

Below is Pamalican today

Lush green vegetation now covers the island. There are an estimated 192 plant species in the resort. Of these, 123 species are indigenous or native to the island, 56 species are exotic or those introduced to the area, and 13 species are endemic or found only in the area. Pamalican Island has 20 species of inland and coastal birds as



of last survey. With the positive change from the rehabilitation, resident birds including Palawan's renowned tabon scrubfowl have already been found on the island. As biologists say, the two main inputs for any rich land's flora and fauna are sunlight and water.



ENVIRONMENTAL: ENVIRONMENTAL STEWARDSHIP



As a testament to its mission of protecting the environment, Amanpulo, has come to be known for its sustainable small island tourism practicing service excellence and environmental stewardship of both terrestrial and marine ecosystems.

With its successful development of Pamalican Island, SSRLI continues to support and nurture the biodiversity on the island and effect responsible water use for a sustainable island.



WATER EFFICIENCY 103-1, 103-2, 103-3, 303-1, 303-2

The Anscor Group is committed to reducing the dependence of its businesses on surface and groundwater as part of its mission of protecting the natural environment.

This Company mission is evident in the operations of Amanpulo resort where there is no fresh surface water source.

SSRLI's EMP identified the need for a safe, regular and sustainable source of water and a limit on the number of guests on the resort at any given time.

Due to the negative effects of pumping of groundwater on the water table, SSRLI decided not to draw water from the ground to secure the quality of fresh water and prevent saltwater intrusion, underground cracks and cave-ins.

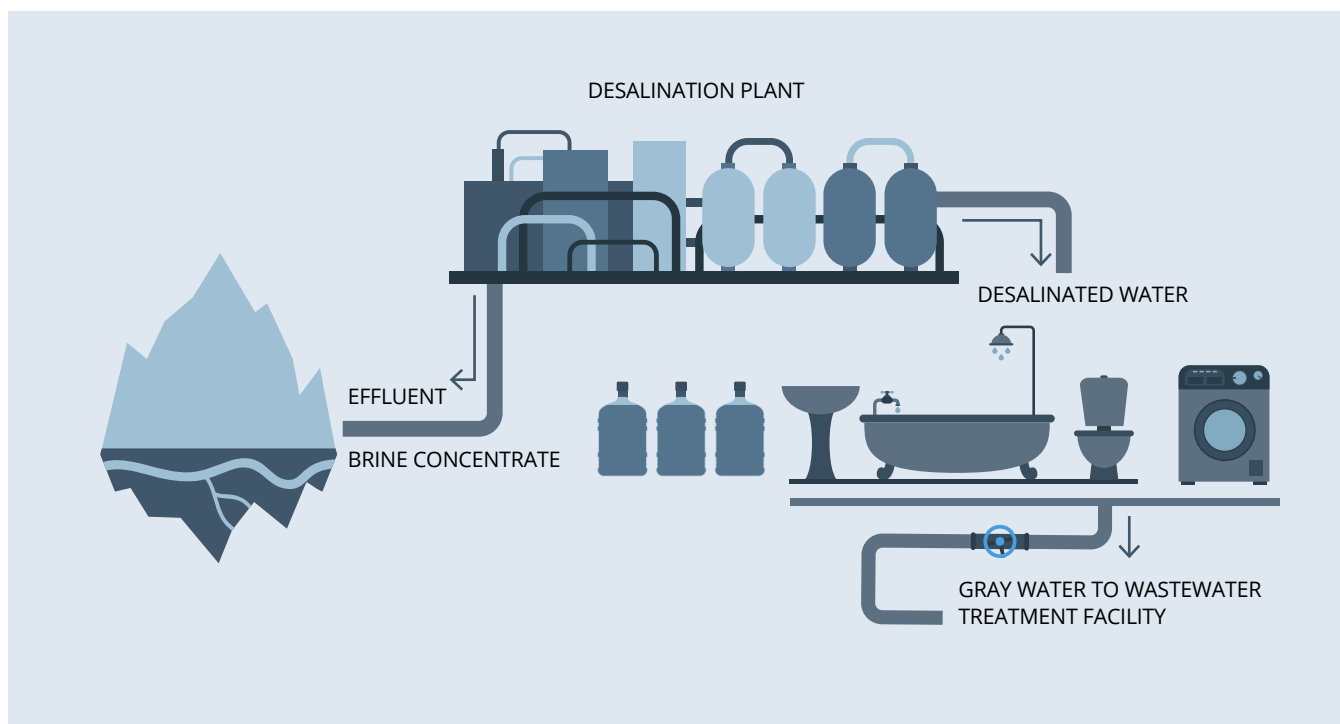
Instead, with the abundance of sea water, desalination was deemed the most environment-friendly and sound solution. Drawing water from the ocean brings with it microorganisms such as planktons, eggs and larvae of marine life in a given area. Research findings also

showed that discharging effluent or liquid waste from the desalination plant back into the ocean had insignificant effect on marine life.

Notwithstanding the insignificant findings, SSRLI observes stringent and regular effluent impact monitoring. This proved beneficial for marine life in the island and its environs with healthy coral reefs, abundant fin and reef fishes, and various species of marine turtles that inhabit the island and seek sanctuary during the spawning season.

To-date, the resort's fresh water supply from the 330-cubic meter per day reverse osmosis desalination plant, has been upgraded to a total capacity of 1,450 cubic meters per day. Total water discharged was at 337 mega liters per year.

Besides water consumption in resort facilities such as in the guests' rooms and restaurants, water is also used in the resort's pools and by the resort's staff and suppliers of vegetable, meat and seafood, among others.



- Effluent from the desalination plant made up of brine concentrate is brought back to the ocean through a discharge pipe. An outfall situated on one side of the island showed insignificant effect on marine life.
- Desalinated seawater (fresh water) is used as: tap water for sinks, toilets and baths of hotel rooms; in resorts' restaurants for food preparation and cooking; housekeeping department's laundry and hotel room cleaning; in swimming pools; staff houses' toilets and baths; offices' tap water for sinks and toilets and; most importantly, for potable drinking by the resort guests, staff; and for cooking for the staff cafeteria.
- Gray water from the kitchen and bath are treated through a wastewater treatment facility. The treatment process consists of comminution, aeration, settling, chlorination and aerobic digestion for excess sludge. Treated water is collected in a 1,800 cubic meter pond and used daily for irrigating the resort grounds and watering ornamental plants.

Managing Water Discharge Impact ³⁰³⁻²

In compliance with the Philippine Clean Water Act of 2004, Amanpulo strictly implements policies protecting the terrestrial and surrounding marine environment and sourcing its water responsibly from the ocean. It has two DENR-EMB accredited PCOs.

A quarterly self-monitoring report (SMR) with water sampling analysis for potable water and waste water, from an accredited and qualified third-party laboratory is submitted to the DENR-EMB.

Water quality data for the coastal water of Pamalican has been tracked since 1990. Although the monitoring

parameters vary, the basic pollution indicators of oil and grease, biochemical oxygen demand, total coliform, fecal coliform, phosphates and nitrates have consistently been measured.

Before resort operations, waste water infiltrated the groundwater from the septic tank. To-date, the coastal water of Pamalican has shown no signs of contamination. Moreover, the bacteriological contamination declined which could be due to the operation of the wastewater treatment plant.

Such improvements in water quality indicate the efficiency of the EMP. The twice-a-year monitoring by four marine monitoring stations and current monitoring parameters will be observed. There are only two locations that can be considered as catchments: the area where water is drawn from the ocean and the area where effluents are discharged.

The Company conducts awareness sessions on water conservation for employees at least twice a year, and sessions for local communities and action groups to advocate for water conservation and proper effluent disposal.

Laboratory Testing Parameters and Standards

Parameter	Limit (based on effluent standards)
pH	6.0 – 9.0
Color (true)	100 TCU
Biochemical Oxygen Demand (BOD)	30 mg/L
Chemical Oxygen Demand	60 mg/L
Oil & Grease	5 mg/L
Ammonia	0.5 mg/L
Nitrate	14 mg/L
Phosphate	1 mg/L
Surfactants	3 mg/L
Fecal Coliform Count	200 MPN/100mL

As of this report, initiatives to manage the resort's solid wastes were found efficient and effective. In addition, treated water used daily in irrigating the resort grounds and watering ornamental plants helped the island's flora and fauna flourish.

Sustainable Water Withdrawal, Discharge and Consumption 303-3, 303-4, 303-5

SSRLI's only source of water is from the ocean or seawater with recorded water withdrawal of 563 mega liters per year. Since seawater is withdrawn to produce desalinated or fresh water, there is no known water stress area in the island.

Currently, only brine water from the desalination plant at an estimated 28 mega liters per month is discharged back directly to the ocean. There is no identified area with water stress.

Considering that recycled water is regularly used as irrigation, SSRLI recognizes the importance of the resort management's continuous monitoring of the quality of the groundwater.

Water consumption will be reduced by 10% by 2020. To achieve this target, a drip irrigation system will be installed for plant watering activities to conserve water to help in business continuity.

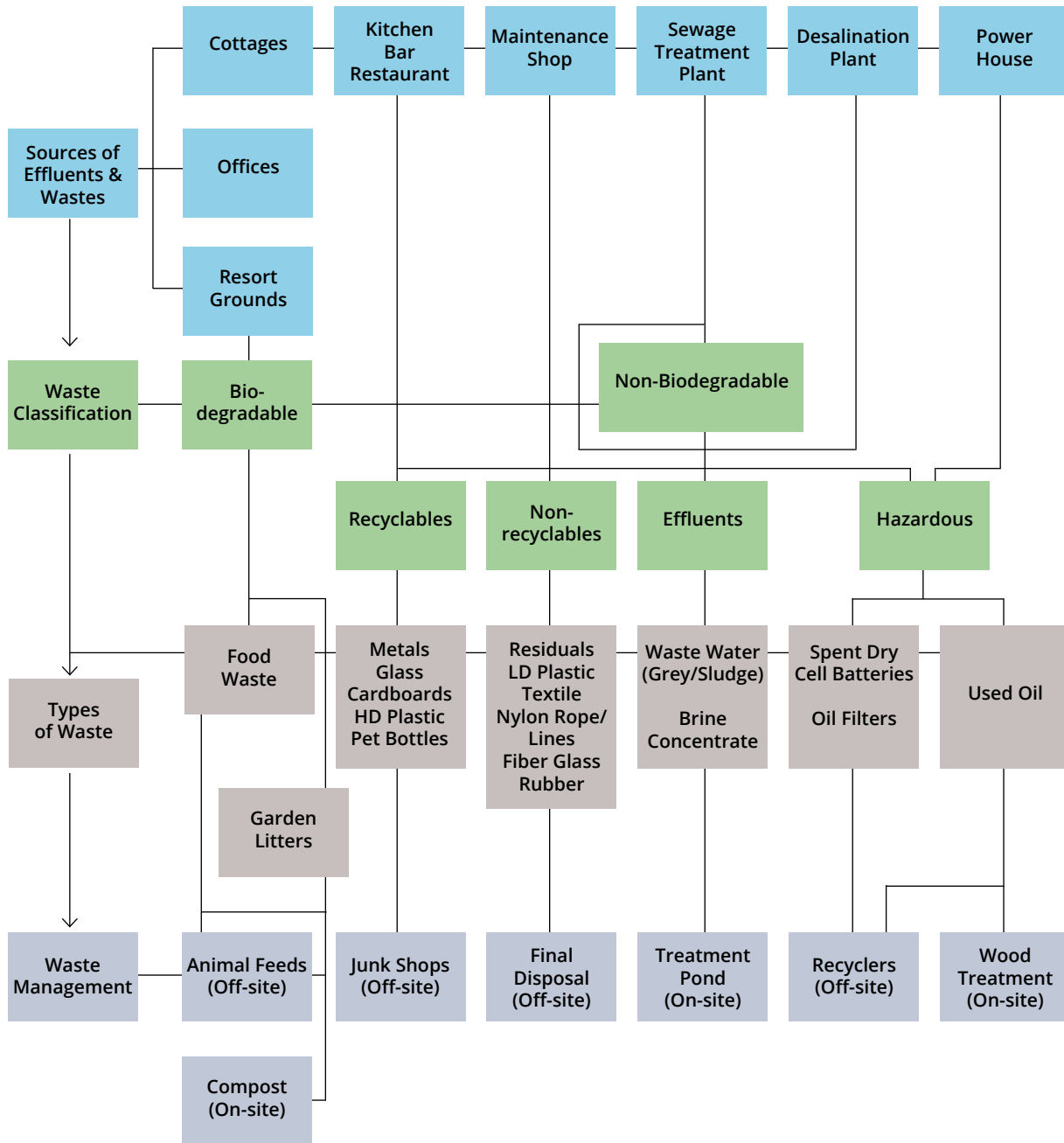


EFFLUENTS AND WASTE

103-1, 103-2, 103-3, 303-1, 306-2, 306-3, 306-4

To combat the worsening climate change and pollution, SSRLI designed its waste management system to be doable, practical and environment-friendly for both the business and its stakeholders. Its Material Recovery Facility segregates hazardous wastes that are transported locally to the DENR-EMB-authorized Treater Facility.

Effluents and Waste Management



An environmental assessment which identified types and sources of various effluents and waste generated by the different branches of resort operations led to the preparation of an EMP. Various strategic options had been put in place to mitigate related negative impacts such as contamination of groundwater and the ocean, and unsustainable practices in solid waste management.

Various mitigating approaches that reduce or prevent negative impacts of effluents and waste were undertaken after mapping out sources and range of effluent and waste resulting from resort operation. Classification and segregation at source including collection, recovery, disposal and transport were carried out as shown in the algorithm above.

Identified potential impacts are in coastal waters and ground water on the island from the effluents of the desalination plant (brine concentrate) and wastewater treatment facility (grey and sewage water), hazardous materials from Power House and Maintenance Shop, biodegradable and non-biodegradable wastes generated by cottages and offices, resort grounds and the kitchen, bar and restaurants.

Solid waste management in a small island can be challenging. This is especially true for a remote island resort like Pamalican where all recyclables and residual wastes have to be shipped out.

- The resort practices waste segregation. Biodegradable wastes are separated from the non-biodegradable wastes. For non-biodegradable wastes, all residual and recyclable wastes, including hazardous wastes such as lubricating oil and used oil are shipped out from the island. These are loaded into the supply barge that delivers supplies to the island resort. Upon arrival in

Manila, a DENR-accredited waste contractor hauls the waste from the cargo ship for appropriate disposal.

- Biodegradable materials such as food and kitchen waste along with garden litter and other biodegradables are composted on the island. A composting facility has been established in the resort's plant nursery. The sludge from the Sewage Treatment Plant is also brought to the composting facility.

The resort is aiming for zero-waste pet bottles from mineral water provided to resort guests. The company plans to produce its own reusable custom-made glass bottles.

Results of water quality monitoring (i.e., treated wastewater, groundwater and coastal marine water) indicate that wastewater management of the resort is effective and efficient as shown by the results of the regular monitoring of the ground water quality.

Values of Waste Water Quality Parameters Monitored from 2018 to 2019

Parameters	2018	2019
BOD, mg/l	81	68
oil & grease, mg/L	2	5
Phosphates, mg/L	<0.007	<0.007
Nitrates, mg/L	0.25	<0.03
fecal coli forms, MPN/100 mL	<1.8	<1.8



*UNDERWATER TODAY.
Snorkeling in its crystal clear
ocean is a testament to the
care given to the surrounding
marine environment.*



A. Narcissus Flycatcher
Ficedula narcissina

B. Barred Rail
Gallirallus torquatus
Local Name: Tikling

C. Island Collared Dove
Streptopelia dusumieri

D. Eurasian Tree Sparrow
Passer montanus
Local Name: Maya

E. Philippine Pied Fantail
Rhipidura nigritorquis
Local Name: Maria-capra

F. Common Emerald Dove
Chalcophaps indica
Local Name: Umamban, Imamatad

G. Philippine Megapode
Megapodius cumingii
Local Name: Tabon

H. Asian Koel
Eudynamys scolopaceus
Local Name: Tuhel, Koel

I. Asian Glossy Starling
Aplonis panayensis
Local Name: Mamadyang

J. Slender-billed Crow
Corvus enca
Local Name: Uwak

K. Mantanani Scops Owl
Otus mantananensis
Local Name: Gukguk

L. Leviton Bronzeback Snake
Dendrelaphis leviton

M. Black-naped Oriole
Oriolus chinensis
Local Name: Kilyawan / Tutulyaw

N. Intermediate Egret
Egretta intermedia
Local Name: Tagak

O. Pied Triller
Lalage nigra

P. Greater Sand Plover
Charadrius leschenaultii

Q. Collared Kingfisher
Todiramphus chloris
Local Name: Kasay-Kasay, kik-kik

R. White-breasted Woodswallow
Artamus leucorhynchus
Local Name: Gitgit

S. Hooded Pitta
Pitta sordida
Local Name: Wawa



AFTER 27 YEARS. The barren land is now an island of abundant flora and fauna. Diverse species thrive on Pamalican Island with its ecosystem supportive of biodiversity conservation.

All hazardous wastes identified such as spent dry cell batteries, oil filters and used oil are transported to government-accredited disposal contractors off-site. Non-hazardous wastes are generally classified into recyclables, composting and residual waste.

During the period covered, there were 119.05 tons of recyclables with 120 tons of waste for compost and 175.70 tons classified as residual wastes.

Disposal methods were decided based on the type and/or classification of waste. Those that are detrimental to the cleanliness, sanitation and impact on the environment were transported out of the island through a waste contractor accredited by DENR. Disposal contractors should show appropriate documentation approved by DENR before hiring.

SSRLI has had no experience of organizational default from its disposal contractor.

No spills in terms of volume, location, material of spill and impact of spill were recorded. Preventive and mitigating strategies and policies assure that: 1) All fuel tank-related facilities have bund walls for securing from water spillage; 2) The Sewerage Treatment Plant has the capacity to manage waste water processing and, 3) The Desalination Plant is equipped to manage the seawater production of potable water and has a reliable water distribution pipe.

Total weight of hazardous waste transported amounts to 54.2 metric tons. No hazardous wastes were imported, exported nor treated onsite. Standards and methodologies used were adopted from guidelines issued by DENR on hazardous waste.



“Of our work in Palawan, it is critical that the children who will inherit the islands be given the skills in life to protect and be responsible for the natural beauty of their patrimony.”

Andres Soriano III
Chairman
The Andres Soriano Foundation, Inc.

EMPOWERING COMMUNITIES. ENRICHING LIVES.

ANSCOR'S CORPORATE SOCIAL RESPONSIBILITY

102-12

THE ANDRES SORIANO FOUNDATION, INC. (ASF)

ASF has three flagship programs: The Small Island Sustainable Development Program, the Cancer Care Program and the Disaster Relief Response Program.

SMALL ISLAND SUSTAINABLE DEVELOPMENT PROGRAM

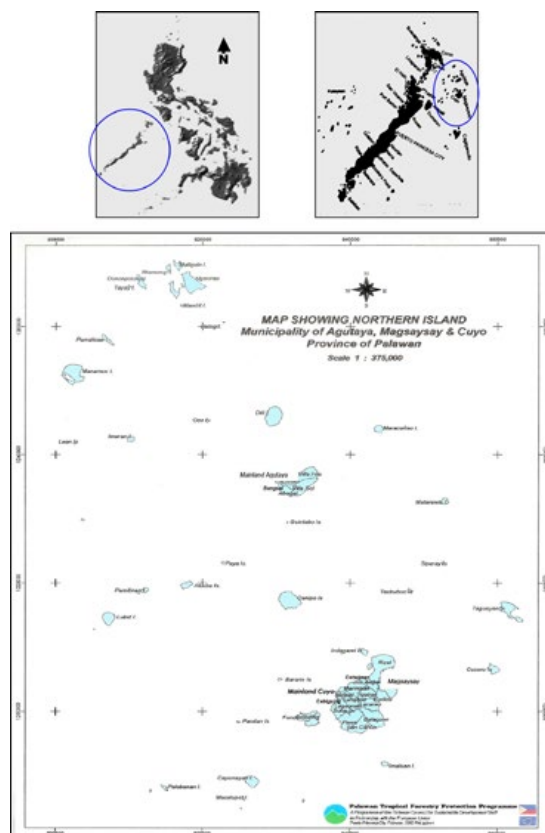
ASF's Small Island Sustainable Development Program is implemented in three fourth-class island municipalities of Cuyo, Agutaya and Magsaysay located northeast off the main island of Palawan Province.

The Program seeks to enhance the quality of life in small island communities while preserving the islands' natural integrity. From a single community in 1986, ASF went on to implement a programmatic approach to its community development work in over 30 island and coastal communities following its four program components.

Environment Protection and Conservation

The protection program component focuses on food security in partnership with local government units, and fishery and land-based sectors of farmers, fishers and coastal dwellers. With these sectors, ASF is able to:

- Sustainably manage its established 10 fish sanctuaries in 10 island communities
- Train over a hundred local ocean watch volunteers to patrol the seas deterring illegal fishing that threatened the food supply and livelihood of coastal communities
- Protect more than 200 hectares of mangrove forests with over 28 hectares reforested
- Conduct twice-a-year Coastal and Mangrove Clean-ups in partnership with assisted coastal and island communities
- Conduct an Information, Education Campaign on Waste Classification, Segregation and Proper Disposal and construct two Material Recovery Facilities in two island barangays



ASF PROJECT SITES. A geographical map depicting the project sites of ASF's Community Development Program in Northeastern Palawan. (Below) Community leaders are trained to monitor the reefs that are checked twice a year.





- Promote the use of biogas using hog manure and install over 25 units in various island communities
- Promote using solar energy and install solar panels in various community structures like day care centers, school libraries, computer labs and health centers
- Encourage tree planting in open spaces and growing plant species of Palawan Cherry and other endemic plants in the islands

PROTECTED AREAS. A 100-hectare mangrove forest in Adunrat Island and a marine-protected area (MPA) in Barangay Rizal, Magsaysay, Northeastern Palawan are protected natural resources. The bahay kubo and banca are used by Bantay Dagat volunteers as a station during patrol and surveillance activities to prevent illegal cutting of mangroves and illegal fishing activities in the protected areas. This is an ASF project in partnership with the community and the Magsaysay LGU.

Social Enterprise Development and Management

The Social Enterprise Development component has promoted and supported environment-friendly small and medium enterprises such as those related to organic farming, poultry and livestock. This has improved and diversified income opportunities for our coastal and island communities.

- Provides technical assistance and starting capital for seaweeds farming
- Provides technical assistance in organic farming, poultry and livestock (hog-raising) and in sustainably utilizing indigenous raw materials, to produce hand-crafted products from pandan and buri leaves, cogon, coconut shells and bamboo.



LIVELIHOOD ENTERPRISES. Beach hat weaving is one of the enterprises that ASF is supporting for the women of small island communities.



Community-Based Health

- Annual Health Caravans and Medical Missions are held in the adopted town of Agutaya and in the island of Manamoc in Palawan.
- Over 32,300 free medical services were rendered through 168 volunteer doctors for more than 25,350 adults and children in over 12 years.
- More than 3,500 children between the ages of two to nine years old received supplementary meals to improve nutrition.
- Midwives and community health volunteers are trained in the delivery of health services in the island villages. The Department of Health (DOH) has recognized the training provided on the latest mobile health technology on safe delivery for emergency delivery procedures.

Education

This component provides scholarships for both formal academic and technical-vocational learning, training of preschool teachers; building, rebuilding and repairing classrooms, child development centers and school laboratories; and providing supplementary books and



school equipment. To-date, 126 Senior High School learners have graduated from the Technical-Vocational Track of Tourism-related courses in Manamoc National High School.

Over time, ASF has built 90 classroom structures, the latest of which is the P17.0 million tourism-related Technical-Vocational Laboratory Facilities for the Senior High School in Barangay Manamoc, Cuyo.

It was built with the help of its principal, donors, partners and friends and in partnership with the Department of Education (DepEd) and the Manamoc National High School.

These facilities included technical training rooms for Cookery, Bread & Pastries, Food and Beverage, Housekeeping and Back of the House's Linen, Laundry and Storage. The initiative will provide access to education and employment opportunities for the community's senior high school graduates who cannot afford university education.

CANCER CARE PROGRAM

ASF has a three-pronged program of research and training (fellowship and cancer lecture series), treatment services for indigent patients and consensus building.

- ASF pioneered the Cancer Research, Training and Oncology Fellowship Program in the Philippines and:
 - » Trained eight International Research Fellows and 41 local Fellows, five of whom are in training at the Cancer Institute of the University of the Philippines-Philippine General Hospital (UP-PGH) in Manila.
 - » Pioneered the Specialized Nursing Oncology Course in partnership with an ASF Fellow and a university in the Visayas. Twenty-two registered nurses graduated from the course after one year. The oncology nursing curriculum was eventually adopted by the university for its graduate studies in nursing.
 - » Holds the Cancer Lecture series all over the country. To-date, 24 local and international lecture series had been conducted and attended by local and international oncology practitioners, the medical community and lay persons.
- Fully renovated and transformed, as the principal proponent, the 50-year old X-ray and Radiotherapy Building at the UP-PGH. Now known as the Cancer Institute, it has become a one-stop center for cancer treatment and management where thousands of patients from all over the country are treated.
- Supports 55 breast cancer patients by providing their maintenance chemotherapy medicines for a five-year protocol
- Donated, in partnership with Johnson and Johnson, Philippines, a brand-new mobile infusion van to the Cancer Institute at the UP-PGH for use by cancer patients.



TURNOVER. Turnover of the Mobile Infusion Van by J & J and ASF to the Cancer Institute, UP-PGH, Manila



ROLL-OUT OF MOBILE INFUSION VAN. Dr. Antonio H. Villalon, ASF Trustee and former ASF International Medical Oncology Fellow during the ceremonial roll-out of Mobile Infusion Van, welcomes the guests from J & J's Asia-Pacific Operations at the Cancer Institute, Manila.

DISASTER RELIEF RESPONSE PROGRAM

ASF has a quick response mechanism to respond to calamities and disasters by providing relief supplies, hygiene kits to affected communities anywhere in the country. This brings the affected communities back on track through long-term rehabilitation assistance with funding support from its various partners.

Immediate assistance was extended to victims of the Mt. Pinatubo eruption and Typhoon Haiyan (Yolanda) through housing and core shelters, victims of successive earthquakes in Mindanao, and those affected by the pandemic due to COVID-19.



POST-DISASTER REHABILITATION. (Above) While bringing relief goods to affected communities greatly alleviates the immediate post-disaster plight, this assistance is short-lived. ASF seeks to bring these communities back on track through long-term rehabilitation assistance. ASF funded the construction of 300 units of core shelters in the island barangays of Concepcion and Algeciras after Typhoon Haiyan wreaked havoc in the lives of typhoon victims. Engineer Mario Ocampo conducts field inspection of the housing units built after the super typhoon hit.



TAAL VOLCANO ERUPTION. Relief packs and hygiene kits were distributed to over a thousand families in Batangas to help alleviate hunger at the height of the Taal Volcano eruption.



NORTH COTABATO EARTHQUAKE. Immediate response after successive earthquakes in North Cotabato in October 2019 included relief operations helping 2,000 families or 10,000 individuals in three barangays in the Municipality of Makilala by providing food packs and sanitation and hygiene kits; and training 28 community volunteers to provide psycho-social support for children and youth in distress.



COVID-19 ASSISTANCE. With the outbreak of the COVID-19 pandemic, ASF donated medical supplies, thermal scans and personal protective equipment (PPE) for frontline health workers from five hospitals and three rural health units; and food packs and hygiene kits for 10 barangay health centers. Fifty cancer patients were provided with a month's supply of Vitamin C at UP-PGH and 4,208 families or 21,040 individuals in Palawan project sites were provided with food packs. ASF with support from its generous donors and partners launched an information-education campaign (IEC) in assisted barangays in Northern Palawan.



GLOBAL REPORTING INITIATIVE (GRI) INDEX

102-55

GRI Standard Code	GRI Standard Description	Cross-Reference/ Remarks	Reason for omission	Explanation for omission
GENERAL DISCLOSURES				
Organization Profile				
102-1	Name of the organization	Page 2		
102-2	Activities, brands, products and services	Page 4		
102-3	Location of headquarters	Page 2		
102-4	Location of operations	Pages 2 - 4		
102-5	Ownership and legal form	Page 12		
102-6	Markets served	Page 4		
102-7	Scale of organization	Pages 2 - 4, Page 12		
102-8	Information on employees and other workers	Pages 18 - 20		
102-9	Supply chain	Pages 16 - 17		
102-10	Significant changes to the organization and its supply chain	Pages 16 - 17		
102-11	Precautionary principle or approach	Page 18		
102-12	External initiatives	Pages 32 - 37		
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Strategy				
102-14	Statement from Senior Decision Maker	Pages 8 - 9		
Ethics and Integrity				
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102-42	Identifying and selecting stakeholders	Pages 5 - 7		
102-43	Approach to stakeholder engagement	Page 5		
102-44	Key topics and concerns raised	Page 5		
Reporting Practice				
102-45	Entities included in the consolidated financial statements	2019 Audited Financial Statements		
102-46	Defining report content and topic boundaries	Inside Front Cover		
102-47	List of material topics	Page 7		
102-48	Restatements of information		Not applicable	Disclosure not applicable as there were no restatements of information made for the year 2019.

GRI Standard Code	GRI Standard Description	Cross-Reference/ Remarks	Reason for omission	Explanation for omission
102-49	Changes in reporting		Not applicable	Disclosure not applicable as there were no changes in reporting made for the year 2019.
102-50	Reporting period	Inside Front Cover		
102-51	Date of most recent report	2020 Sustainability Report		
102-52	Reporting cycle	Inside Front Cover		
102-53	Contact point for questions regarding the report	Inside Back Cover		
102-54	Claims of reporting in accordance with the GRI Standards	Inside Front Cover		
102-55	GRI content index	Pages 38-41		
102-56	External assurance		Not applicable	No external assurance has been made as this is the first sustainability report made by the Anscor group.

MATERIAL TOPICS**ECONOMIC DISCLOSURES****201 - Economic Performance****Management Approach Disclosures**

103-1	Explanation of the material topic and its boundary	Pages 16 - 17		
103-2	The management approach and its components	Pages 16 - 17		
103-3	Evaluation of the management approach	Pages 16 - 17		

Topic-specific Disclosures

201	Economic Performance	Pages 16 - 17		
201-1	Direct Economic Value Generated & Distributed	Pages 16 - 17		
201-4	Financial Assistance Received from the Government		Not applicable	Disclosure not applicable as there has been no financial assistance provided by the government to the Anscor Group in the covered period.

ENVIRONMENT DISCLOSURES**303 - Water Efficiency and Sustainable Water Withdrawal****Management Approach Disclosures**

103-1	Explanation of the material topic and its boundary	Pages 24 - 26		
103-2	The management approach and its components	Pages 24 - 26		
103-3	Evaluation of the management approach	Pages 24 - 26		

GRI Standard Code	GRI Standard Description	Cross-Reference/ Remarks	Reason for omission	Explanation for omission
Topic-specific Disclosures				
303-1	Interaction with Water as a Shared Resource	Pages 24 - 28		
303-2	Management of Water Discharge-Related Impacts	Pages 24 - 28		
303-3	Water Withdrawal	Pages 24 - 28	Not applicable	As seawater is the only water source used by Amanpulo, all other water sources indicated in the GRI Standards (surface water, ground water, produced water, and third-party water) are not applicable. Further, there are no water-stressed areas in the island.
303-4	Water Discharge	Pages 24 - 28	Not applicable	Other than brine water, all other forms of water stated in the GRI standards are not applicable as only brine water is discharged back into the ocean. Further, there are no water-stressed areas in the island.
303-5	Water Consumption	Pages 24 - 28	Information unavailable	Substantial information is not yet available for this disclosure, thus only future plans of reducing the water consumption by 10% have been discussed.
306 - Effluents and Waste				
Management Approach Disclosures				
103-1	Explanation of the material topic and its boundary	Pages 26 - 29		
103-2	The management approach and its components	Pages 26 - 29		
103-3	Evaluation of the management approach	Pages 26 - 29		
Topic-specific Disclosures				
306-2	Waste by Type and Disposal Method	Pages 26 - 29		
306-3	Significant Spills	Pages 26 - 29		
306-4	Transport of Hazardous Waste	Pages 26 - 29		
SOCIAL DISCLOSURES				
401 - Employment				
Management Approach Disclosures				
103-1	Explanation of the material topic and its boundary	Pages 18 - 20		
103-2	The management approach and its components	Pages 18 - 20		
103-3	Evaluation of the management approach	Pages 18 - 20		
Topic-specific Disclosures				
401-1	New Employee Hire & Employee Turnover	Pages 19 - 20		
401-2	Benefits provided to full-time employees that are not provided to Temporary or Part-time Employees	Pages 18 - 20		

GRI Standard Code	GRI Standard Description	Cross-Reference/ Remarks	Reason for omission	Explanation for omission
403 - Occupational Health and Safety				
Management Approach Disclosures				
103-1	Explanation of the material topic and its boundary	Pages 21 - 22		
103-2	The management approach and its components	Pages 21 - 22		
103-3	Evaluation of the management approach	Pages 21 - 22		
403-1	Occupational Health and Safety Management System	Pages 21 - 22		
403-2	Hazard Identification, Risk Assessment and Incident Investigation	Pages 21 - 22		
403-3	Occupational Health Services	Pages 21 - 22		
403-4	Worker Participation, Consultation and Communication on Occupational Health and Safety	Pages 21 - 22		
403-5	Worker Training on Occupational Health and Safety	Pages 21 - 22		
403-6	Promotion of Worker Health	Pages 21 - 22		
403-7	Prevention & Mitigation of Occupational Health and Safety Impacts	Pages 21 - 22		
Topic-specific Disclosures				
403-9	Work-Related Injuries	Page 22		
COMPLIANCE WITH LAWS AND REGULATIONS				
307 - Environmental Compliance				
Management Approach Disclosures				
103-1	Explanation of the material topic and its boundary	Page 14		
103-2	The management approach and its components	Page 14		
103-3	Evaluation of the management approach	Page 14		
Topic-specific Disclosures				
307-1	Non-compliance with Environmental Laws and Regulations	Page 14		
418 - Data Privacy (Customer Privacy)				
Management Approach Disclosures				
103-1	Explanation of the material topic and its boundary	Page 14		
103-2	The management approach and its components	Page 14		
103-3	Evaluation of the management approach	Page 14		
Topic-specific Disclosures				
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Pages 14 - 15		

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