


2024 SUSTAINABILITY REPORT

Amanpulo's Solar Farm Project was successfully installed on Pamalican Island and became operational on October 1, 2024. This project aims to provide at least 50% of Amanpulo's power requirements. For the full story, see the inside cover page.



Celebrating Amanpulo's 30th anniversary in 2023, the occasion marked the start of a pivotal sustainability initiative – harnessing renewable energy.

SUSTAINABLE TRAVEL & THE FUTURE OF TOURISM

Amanpulo's Commitment to the Environment

Amanpulo places sustainability at the forefront of its operations, focusing on protecting Pamalican Island and its neighboring communities. By leveraging new technologies and best practices, Amanpulo continually raises the bar in reducing its carbon footprint.

Celebrating Amanpulo's 30th anniversary in 2023, the occasion marked the start of a pivotal sustainability initiative – harnessing renewable energy. Various methods of energy generation were considered, with solar proving to be most ideal. On an isolated, off-the-grid island in the tropics, sunshine is abundant and the most dependable source of renewable energy.

This large-scale undertaking respects the island's natural flora and fauna, as well as the peace and comfort of guests. Spanning an area of 3.5 hectares, the solar farm was installed by Aboitiz Upgrade Solar, Inc. and is designed to generate up to 3,980 kWh of clean, renewable energy at peak efficiency, supported by a 5.5 MW battery energy storage system.

Since commencing operations, the solar plant has become a cornerstone of the resort's energy strategy, now supplying 50% of its total energy consumption. This significant contribution not only

enhances cost efficiency but also drastically reduces reliance on diesel fuel, a traditionally high-emission energy source. By reducing the need for diesel, the Resort has made meaningful progress in lowering greenhouse gas emissions and its overall carbon footprint.

The solar farm is poised to replace around 1.25 million liters of diesel each year, saving an estimated 3,375 tons of CO₂ annually. In the first three months of operation during the last quarter of 2024, the total billed energy production was 1,145.87 MWh with an impressive T-CO₂ reduction of 794.66 metric tons equivalent to 36,452.26 trees planted. The solar farm integration also provides energy security for the island's operations, with the battery storage system ensuring a consistent and reliable energy supply. Overall, this project reduces environmental impact, lowers carbon footprint, and positively impacts the company's bottom line.

Amanpulo's solar plant highlights its dedication to sustainable energy practices, aligning with global efforts to combat climate change. These practices go beyond operational benefits, reflecting Amanpulo's commitment to preserving the island's pristine natural surroundings for generations to come.



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ABOUT THIS REPORT

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This 2024 Sustainability Report (SR) presents the financial and non-financial performance of A. Soriano Corporation (Anscor or the Company). It encompasses two subsidiaries, Phelps Dodge Philippines Energy Products Corporation (PDP) and Seven Seas Resorts and Leisure, Inc. (SSRLI or Amanpulo or the Resort), along with the corporate social responsibility (CSR) initiatives of The Andres Soriano Foundation (ASF), collectively referred to as the Anscor Group.

Anscor has prepared this SR with reference to the Global Reporting Initiative (GRI) Standards. The reporting period covers January 1, 2024, to December 31, 2024, and follows the Company's annual reporting cycle.

Chairman's Message

Together, we are building a better, more resilient community for our people and families.

The year 2024 has been transformative for the Anscor Group, marking a significant milestone in our commitment to sustainability. Two of our subsidiaries have embarked on solar power projects, reflecting the global shift toward renewable energy and reinforcing our dedication to environmentally responsible practices.

Amanpulo has successfully launched a 3.5-hectare solar power farm. This project will not only reduce the Resort's reliance on fossil fuels but also provide 50% of its electricity needs, significantly enhancing its sustainability efforts.

Meanwhile, PDP has installed 2,728 solar panels across the roofs of its manufacturing plants, generating an average of 163,252 kWp per month. This initiative is expected to deliver annual savings of P7.0M

in electricity costs while reducing PDP's greenhouse emissions by 1,458 metric tons annually.

These projects represent more than just energy efficiency; they reflect the Anscor Group's ongoing commitment to the United Nations Sustainable Development Goals (SDGs). Sustainability is at the heart of our business model, and we are continually integrating these SDGs into our initiatives.

In the area of corporate social responsibility, we remain committed on creating a positive and lasting impact on geographically isolated and disadvantaged island communities where we operate. ASF's core programs align with our sustainability objectives by promoting the protection of terrestrial and coastal resources, supporting land-based livelihood initiatives such as agriculture and handicrafts, enhancing educational opportunities for children, and prioritizing maternal and child health.

Our sustainability framework remains the cornerstone of our efforts, guiding us as we continue to integrate the four pillars of sustainability: transparency and accountability in governance, balanced and inclusive growth, responsive social relationships, and environmental stewardship.

Together, we are building a better, more resilient community for our people and families. The values that unite us—delivering innovative solutions, exceptional service, embracing digitalization, focusing on customer needs, and implementing sustainable practices - are the foundation of our success. Let us continue this remarkable journey, making a lasting impact for generations to come.



ANDRES SORIANO III
Chairman & CEO

REMEMBERING EDUARDO J. SORIANO

A Champion of the Environment



Mr. Eduardo J. Soriano was a founder, former President, and former Member of the Board of Directors of SSRLI, the parent company of Amanpulo. His leadership and vision helped shape the future of the company, and his unwavering commitment to environmental protection and sustainability left an indelible mark on both the organization and the island of Pamalican.

A passionate advocate for the environment, Ed -fondly known by all- was dedicated to preserving the natural beauty of Pamalican Island and ensuring the Resort's long-term sustainability. He strongly opposed the use of deep wells on the island, recognizing the importance of protecting its delicate ecosystem. Alongside his two brothers, Ed led reforestation efforts on Manamoc Island, contributing to the restoration of the island's environment.

Ed's commitment to safety was equally profound. He ensured that company aircraft met all specifications and requirements for safe landings on the island. His leadership also proved invaluable in protecting the Resort's assets during two significant fires on the island, showcasing his vigilance and dedication to its well-being.

The Board of Directors of SSRLI led by its Chairman, Mr. Andres Soriano III, extends its deepest gratitude and heartfelt appreciation to the late Mr. Eduardo J. Soriano for his invaluable contributions, exceptional leadership, and dedicated service. His efforts have significantly shaped the growth and success of the company, and his environmental legacy will forever be remembered.

2024 COMPANY HIGHLIGHTS

ANSCOR

- **Record Profit:** The Anscor Group achieved a record net income of P 4.7 billion in 2024, marking an 83% increase from the previous year's net income of P2.6 billion.
- **Revenue Growth:** The Company's direct economic value generated (revenues) rose from P13.8 billion in 2023 to P16.8 billion in 2024.
- **Dividend Payout:** Anscor distributed a total dividend of P0.75 per share to its shareholders, rewarding them for their continued trust and investment in the Company.



AMANPULO

- **Resort Operations:** SSRLI' resort operations generated P1.4 billion, maintaining consistent performance compared to the previous year.
- **Employer of Choice:** Amanpulo remains the employer of choice for local fresh graduates based on positive feedback from former interns and its commitment to prioritizing residents.



PDP

- **Revenue and Profit:** PDP generated revenues of P11.2 billion, with domestic sales volume increasing by 8.5%. PDP also posted a net profit of P 957.3 million.
- **External Assurance and Certifications:** PDP passed external assurance from International Organization for Standardization (ISO) for several key certifications, including ISO 9001:2015 (Quality Management Systems), ISO 45001:2018 (Occupational Safety & Health Management Systems), and ISO 14001:2015 (Environmental Management systems).
- **New Accreditation:** In November 2024, PDP acquired the Philippine National Standard (PNS) version of the ISO/IEC 17025:2017 accreditation, which is valid until November 2029.
- **Sustainability Initiatives:** PDP installed 2,728 solar panels on its manufacturing plant roofs, expected to generate savings of P7 million annually and reduce greenhouse emissions by 1,458 metric tons per year.

PDP exemplifies a quality-driven organization, consistently meeting stringent market and regulatory requirements. This commitment enhances its market acceptance and competitiveness, particularly in industries that demand rigorous product testing and compliance.



ASF

- **Partnership with the Department of Trade and Industry (DTI):** ASF formed a strategic partnership with DTI - Region 4-B under its Shared Services Facility Project. This collaboration included the provision of six handicraft machines valued at over P3 million, aimed at enhancing the livelihood opportunities of local communities.
- **Recognitions and Awards:** ASF received recognition from the Department of Education Central Office for its educational programs in partnership with local public schools in Palawan. ASF was also honored with the "Best Stakeholder" award during a centennial celebration at a public school in Roxas, Palawan.
- **Continued Engagement in National Networks:** ASF continues to actively participate in various national networks led by the Department of Social Welfare and Development (DSWD) and several non-governmental organizations (NGOs), furthering the development of social welfare initiatives.



GENERAL DISCLOSURES 2021

GRI 2

1 The Organization and its Reporting Practices

Organizational details about the Company and entities included in this report

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A. SORIANO CORPORATION

About the Company

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Anscor is a publicly listed domestic corporation incorporated on February 13, 1930. As a diversified holding company, its core operating investments include cable and wire manufacturing through PDP and hospitality services via SSRLI, which owns Amanpulo Resort. The Company also has a broad portfolio of investments across various sectors in the Philippines, such as aviation, real estate, education, asset and wealth management, and restaurant/casual dining. Furthermore, Anscor holds investments in equities traded in the Philippine Stock Exchange, private equity funds, foreign currency-denominated bonds, and offshore hedge funds.

The companies included in the SR are Anscor, PDP, SSRLI, and ASF. All these companies are controlled and majority-owned by Anscor. ASF, the CSR arm of the Anscor Group, is overseen by its Board of Trustees, chaired by Andres Soriano III, who is also the Chairman and CEO of Anscor. The list of companies included in the audited consolidated financial statements (FS) of Anscor but excluded in the SR is found on page 30 of the 2024 Annual Report of the Company accessible via this link: <https://www.anscor.com.ph/financials/>.



AMANPULO

SSRLI owns the world-renowned Amanpulo Resort, in which Anscor holds a 62% ownership stake. Managed by Aman Resorts, Amanpulo is located on the 92-hectare Pamalican Island in Palawan. The Resort has consistently earned international recognition as a premier beach destination. Amanpulo's main address is in Pamalican Island, Municipality of Cuyo, Palawan, Philippines. For more information about Amanpulo, please visit <https://www.aman.com/resorts/amanpulo>.



PDP, a wholly owned subsidiary of Anscor, has been a leading domestic manufacturer of high-quality electrical wires and cables for more than 68 years. Its product range primarily includes copper-based wires and cables, aluminum wires, cables, and accessories. PDP's principal office is at 2/F BCS Prime Bldg., 297 P. Tamo Ext., Makati City while its manufacturing plant is located at Luisita Industrial Park, San Miguel, Tarlac City. For more information about PDP, please visit <https://phelpsdodge.com.ph>.



ASF is the Company's CSR arm, dedicated to providing the necessary foundation and infrastructure to support the sustainable development of local communities. Registered with the Securities and Exchange Commission (SEC) as a non-stock, non-profit, NGO, its main office is at A. Soriano Aviation Hangar, Andrews Avenue, 1300 Pasay City, Metro Manila, Philippines. It also operates three field offices located at Barangay Manamoc and Barangay Cabigising in Cuyo, and Barangay Bancal, Agutaya, all in Palawan. For more information on ASF's programs and services, please visit <https://www.asorianofoundation.org>.

Reporting period, frequency, and contact point

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The Company is required to prepare and submit an annual SR. The 2024 SR covers the period from January 1, 2024, to December 31, 2024. Both the audited FS and SR of the Company cover the same period and are filed together every April 15 as part of the Company's Annual Report (SEC Form 17-A).

Restatements of Information

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a. Under GRI 306 – Waste 2020 section, Page 60: In the PDP Table #3 titled “Waste directed to disposal operation of hazardous waste”, a re-assignment of data has been made for the year 2022 where 120 MT of hazardous waste was erroneously placed under “Landfill Onsite” rather than Landfill Offsite”. The reassignment of information has been corrected in this 2024 SR.

External assurance

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The Company does not have a policy of requiring external assurance for its SR. The SR is reviewed and approved by the President and COO, and the Chairman and CEO of the company prior to its submission to the SEC.

2 Activities and Workers

Activities, value chain, and other business relationships

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ANSCOR

Anscor is a holding company and has investments in various companies and investible funds. It does not produce nor manufacture any products.

PDP

PDP is actively engaged in manufacturing wire and cable products, serving multiple sectors including industrial, commercial, infrastructure, power and telecommunications, and residential. PDP's diverse product range and manufacturing expertise enable it to meet the needs of wide array of sectors, from large-scale industrial applications to residential wiring solutions. It operates a singular, integrated manufacturing facility located at its Tarlac plant.

PDP is also proud to affirm that its product offerings do not include any items that are banned in certain markets or those that have raised concerns or public debate among stakeholders.

PDP's value chain process (outlined in the 2023 SR) covers the entire spectrum of activities, from the initial conception of products to their delivery to end users.

Products and services performance:

During reporting period, PDP achieved a significant production milestone surpassing its highest performance in 2022.

Markets Served

PDP's customer base is diverse, broadly categorized into two segments: direct sales customers and distribution customers. *For a detailed description of these two segments, please refer to the 2023 SR.*

In 2024, PDP's retail network expanded to approximately 12,200 outlets nationwide, reflecting an 8% increase from the previous year's 11,300. This growth highlights PDP's substantial market reach across the Philippines. Additionally, PDP began penetrating the U.S. market in 2023. While this accounts for a small portion of its overall market, PDP has maintained its relationship with its U.S. customers in 2024.

Year 2024		Year 2023		Year 2022	
Volume Sold in Metric Tons (MT)	Value	Volume Sold in Metric Tons (MT)	Value	Volume Sold in Metric Tons (MT)	Value
14,727 MT	P10.7 B	14,069 MT	P9.8 B	14,700 MT	P10.4 B



Market Demographic

Market by Distribution Segment	2024 In %	2023 In %	2022 In %
Retail	52	52	54
Projects	37	38	31
Utilities	11	10	15

PDP's market demographic underscores its strategic focus on addressing a broad spectrum of market needs, ranging from large-scale infrastructure projects to individual consumer requirements.



Supply Chain

For a detailed description of PDP's supply chain, please refer to the 2023 SR.

Number of Suppliers

	Number of Suppliers		
	2024 In %	2023 In %	2022 In %
In-Country (Local) Suppliers	579	542	523
Foreign Suppliers	77	81	98
Total Number of Suppliers	656	623	621

Monetary Value of Payments to Suppliers (in billions):

	2024	2023	2022
Local	P10.2	P8.9	P8.9
Foreign	P1.2	P1.3	P1.5
Total	P11.4	P10.2	P10.4

There were no significant changes in PDP's operations, value chains and other business relationships.



SSRLI

Amanpulo is a premier entity in the hospitality industry, specializing in the luxury hotel, restaurant, and resort segment. The Resort offers high-end accommodations, exquisite dining experiences, and a variety of exclusive recreational activities, catering to discerning guests seeking a serene and luxurious island retreat. Its operations fall within the private sector.

SSRLI meticulously curates its value chain process to guarantee an exceptional and seamless guest experience, which is the cornerstone of its operations from pre-arrival to post-departure.

	Key Activities	Supply Sourcing	Core Operation
Upstream	The meticulous sourcing of premium ingredients is fundamental to the success of its diverse dining options. By ensuring that all ingredients are fresh and locally sourced, we guarantee the highest quality, making every dining experience exceptional.	As part of its business plan, the Resort will prioritize establishing relationships with local farmers, fisherfolk, and other suppliers of fresh, sustainable produce, seafood, and meats. This commitment to local sourcing not only ensures the highest quality ingredients but also supports the local economy.	Its primary focus is on delivering unparalleled guest experiences: World-Class Dining • Operating multiple restaurants and bars, each offering unique culinary concepts and experiences crafted by renowned chefs. It focuses on showcasing the freshest local ingredients and international flavors.
	Sourcing of suppliers for luxury amenities, fine linens, and high-end toiletries.	The Resort's suppliers include manufacturers, textile companies, and providers of luxury, specialized goods. These partnerships ensure it delivers the highest quality amenities and services to its guests.	Luxury Accommodation • Managing a collection of exclusive villas and suites, and maintaining impeccable standards of cleanliness, comfort, and personalized service.
	Ensuring consistent and reliable electricity and fuel supplies for facilities and equipment is crucial. This guarantees uninterrupted operations and enhances the overall guest experience.	The Resort engages energy providers and companies specializing in maintenance and repair services ensuring its smooth operation.	Curated Guest Activities • Organizing a range of bespoke recreational activities, including private beach access, water sports, diving and snorkeling excursions, indulgent spa treatments, island hopping adventures, and personalized private dining experiences.
			Exceptional Customer Service • Providing anticipatory and personalized service, attending to every detail of its guests' needs, and creating memorable moments

Downstream Activities: SSRLI focuses on guest loyalty and long-term relationships. The Resort strives to maintain consistent communication with guests, gathering feedback throughout their stay and beyond. This constant feedback allows it to continuously improve its offerings, creating new and enhanced experiences for returning guests. The Resort also collaborates with select travel agencies and online booking platforms to reach a global audience of discerning travelers. Through these efforts, it hopes to foster brand advocacy and positive word-of-mouth referrals, ensuring the continued success of Amanpulo.

Furthermore, SSRLI values its relationships with the local community and takes pride in fostering community spirit. The Resort prioritizes employing local residents whenever possible, thereby contributing to the local economy. Moreover, it supports local initiatives that promote sustainable development, cultural preservation, and environmental conservation. This includes partnering with local artisans and craftspeople to showcase their talents and provide authentic souvenirs for our guests.

SSRLI also works closely with relevant government agencies to ensure full compliance with all applicable regulations and permits related to environmental protection, tourism, labor practices, and other legal requirements.

During the reporting period, there were no changes in the core nature of SSRLI's business, including its value chain and business relationships. In fact, the Resort has undertaken several significant development initiatives aimed at enhancing environmental sustainability and strengthening its community partnerships, thereby enriching over-all guest experience:

1. Enhanced Sustainability Activities: SSRLI significantly expanded its commitment to environmental responsibility by implementing a comprehensive island-wide sustainability program. This included two key components:

- **Renewable Energy Transition:** Aimed at reducing reliance on fossil fuels and minimizing the carbon footprint, the Resort installed solar panels, significantly decreasing fuel consumption for utilities. This transition to renewable energy reflects SSRLI's commitment to sustainable operations and reducing negative environmental impact.

- **Comprehensive Waste Management System:** The Resort implemented a more stringent and comprehensive waste management system across the entire island. This involved stricter controls on food consumption to minimize waste at the source, coupled with a robust waste segregation program. All non-food and food waste are now meticulously segregated and processed, ensuring responsible disposal and minimizing negative impact on the island's ecosystem. This initiative demonstrates the Resort's commitment to preserving the pristine environment of Pamalican Island.

2. Enriched Guest Experience: SSRLI enhanced the guest experience through several key initiatives:

- **Curated Culinary Journeys:** The Resort introduced a new series of curated culinary experiences, partnering with renowned guest chefs offering exclusive tasting menus and interactive cooking demonstrations. These collaborations elevate the Resort's dining offerings, providing guests with unique and memorable culinary journeys that showcase both local ingredients and global culinary trends.
- **Cultural Immersion:** To celebrate local culture and provide guests with authentic experiences, the Resort partnered with talented cultural musicians to provide entertainment during festive seasons. This initiative not only enhances the ambiance of the Resort but also supports local artists and promotes cultural preservation.
- **Enhanced Security Measures:** Recognizing the importance of guest safety and peace of mind, SSRLI invested in enhanced security measures, including the installation of security cameras in strategic locations and the construction of security towers. These enhancements demonstrate its commitment to providing a safe and secure environment for all guests and staff.

3. Strengthened Community Engagement: SSRLI deepened its commitment to the local community by expanding its existing gift-giving program, increasing the number of children participating in the program and providing them with gifts and support. This demonstrates the Resort's ongoing commitment to investing in the future of the local community and fostering positive relationships.



Amanpulo Products and Services

	2024			2023			2022		
Products and Services	No. of Room Nights Sold (Occupancy Rate)	No. of Guests Served	Value of Products Sold (in Million Pesos)	No. of Room Nights Sold (Occupancy Rate)	No. of Guests Served	Value of Products Sold (in Million Pesos)	No. of Room Nights Sold (Occupancy Rate)	No. of Guests Served	Value of Products Sold (in Million Pesos)
Rooms (Luxury accommodation in private villas and suites)	7259 room nights (49.58% occupancy rate)	16,020 guests	P649	7,241 room nights (49.60% occupancy rate)	17,369 guests	P611	6,880 room nights (47.12% occupancy rate)	17,451 guests	P477
Food & Beverage (Fine dining experiences at multiple restaurants and bars)	Average F&B Spending per customer: P4,568		P322	Average F&B spending per customer: P4,639		P380 : P3,419	Average F&B spending per customer		P295
Spa, Water Sports, guest laundry, and retail (Curated recreational activities, including water sports, spa treatments, and island excursions and Personalized guest services and bespoke experiences)			P168						P394



Amanpulo Market Demographic:

Country	Distribution in %	
	2024	2023
Philippines	21%	25%
US	21%	18%
Hong Kong	4%	6%
Japan	6%	5%
South Korea	4%	5%
Various countries in smaller number	45%	41%
Total	100%	100%

Supply Chain

The Resort's suppliers were categorized as follows:

Network of Suppliers	No. of Suppliers			
	2024	%	2023	%
In-country Suppliers				
Customized	46	5%	54	14%
Distributors	130	33%	154	39%
Manufacturers	64	13%	70	18%
Project Based	29	12%	39	10%
Retailers	14	20%	18	4%
Sellers-Dealers	51	15%	49	12%
Importers (Foreign Suppliers)	10	2%	10	3%
TOTAL	344	100%	394	100%

During the reporting period, the estimated monetary value of payments made to suppliers was as follows:

Types	2024 (PhP)	2024 (%)	2023 (PhP)	2023 (%)	2022 (PhP)	2022 (%)
Customized	20,425,143.12	5%	16,446,508.96	4%	16,929,826.04	3%
Distributor	127,159,189.65	5%	124,899,442.51	29%	152,532,796.80	28%
Importers	6,817,268.10	2%	10,381,464.45	2%	217,785,251.70	39%
Manufacturer	49,145,651.79	13%	79,152,991.85	19%	217,785,251.70	39%
Project Based	47,475,897.17	12%	69,934,531.29	16%	37,738,609.77	7%
Retailers	75,140,795.82	20%	77,085,839.80	18%	50,289,858.62	9%
Seller-Dealers	56,108,246.00	15%	47,109,382.85	11%	68,008,848.45	12%
TOTAL	382,272,191.64	100%	425,010,161.70	100%	554,240,022.89	100%

Company	By Employment Type	BY GENDER				TOTAL			BY REGION				TOTAL		
		Female	Male	Others*	Not Disclosed	2024	2023	2022	NCR	Luzon	Visayas	Mindanao	2024	2023	2022
PDP	b.1 Number of employees (head count / FTE)	56	248	0	0	304	294	286	57	236	5	6	304	294	286
	i. Permanent employees, (head count / FTE)	56	248	0	0	304	294	286	57	236	5	6	304	294	286
	ii. Temporary employees, (head count / FTE)														
	iii. Non-guaranteed hours employees, (head count / FTE)														
	iv. Full-time employees, (head count / FTE)	56	248	0	0	304	294	286	57	236	5	6	304	294	286
	v. Part-time employees, (head count / FTE)														

Company	By Employment Type	BY GENDER				TOTAL			BY REGION					TOTAL		
		Female	Male	Others*	Not Disclosed	2024	2023	2022	NCR	Luzon	Visayas	Mindanao	Expat	2024	2023	2022
SSRLI/ Amanpulo	b.1 Number of employees (head count / FTE)	102	276			378	359	350	48	296	25	5	4	378	359	350
	i. Permanent employees, (head count / FTE)	102	276			378	359	350	48	296	25	5	4	378	359	350
	ii. Temporary employees, (head count / FTE)**	45	93			138	98	120	13	114	5	6	-	138	98	120
	iii. Non-guaranteed hours employees, (head count / FTE)															
	iv. Full-time employees, (head count / FTE)	102	276			378	359	350	48	296	25	5	4	378	359	350
	v. Part-time employees, (head count / FTE)															

** Temporary employees whose works are not controlled by the companies and where employer-employee relationships do not exist are not reported in the total head count of employees.

Company	By Employment Type	BY GENDER				TOTAL			BY REGION				TOTAL		
		Female	Male	Others*	Not Disclosed	2024	2023	2022	NCR	Luzon	Visayas	Mindanao	2024	2023	2022
ASF	b.1 Number of employees (head count / FTE)	13	6			19	22	19	5	14			19	22	19
	i. Permanent employees, (head count / FTE)	11	5			16	18	19	5	11			16	18	19
	ii. Temporary employees, (head count / FTE)														
	iii. Non-guaranteed hours employees, (head count / FTE)														
	iv. Full-time employees, (head count / FTE)	11	5			16	18	16	5	11			16	18	16
	v. Part-time employees, (head count / FTE)	2	1			3	4	3	0	3			3	4	3

Employee numbers are reported based on headcount and full-time equivalents (FTE), where employees work at least 8 hours a day, 5 days a week, and are directly employed by each company. However, SSRLI extends its working days to six per week due to the nature of its business.

Anscor, as a holding company, does not require the hiring of temporary or part-time employees. Similarly, PDP does not typically employ temporary or part-time workers due to the sensitive and high-risk nature of its business operations. On the other hand, ASF, being a smaller organization, employs part-time project workers who report for work at least twice a week.

Amanpulo manages employee data through a Human Resource Information System (currently Sunfish, transitioning to Workday), capturing details like work schedules, statuses and types of employment. The Human Resource (HR) Department ensures accuracy through a monthly Master List and daily headcount reporting. The information provided for the four entities is consolidated at the end of the year, coinciding with the reporting period of this SR.

Gender differences in employment are unintentional and reflect the nature of available positions, which may appeal more to one gender than the other. Regional differences in employment are primarily attributed to the geographic locations of operations. Amanpulo focuses on local hiring, primarily from the MIMAROPA and CALABARZON regions, supporting economic growth and ensuring reliable attendance.

Amanpulo's employee numbers fluctuate based on seasonal demand and strategic hiring choices. Permanent staff levels remained stable, while temporary staffing varied according to guest demand and operational needs. Overall, no significant fluctuations in employee numbers were observed during the reporting period or between reporting periods across the four entities.

Workers who are not employees

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The Anscor Group does not have workers who are not employees and whose work are controlled by the companies in this SR. Except for ASF, all the companies engage third-party agencies to provide services such as janitorial, security, gardening, and other miscellaneous tasks not directly related to the primary businesses of the Anscor Group. While these workers report to the company premises, their work is controlled by the contracted agencies, not by the companies themselves.

For a detailed description of workers under the control of third-party agencies, please refer to the 2023 SR. Overall, aside from minor variations in the number of workers from third-party agencies, there were no significant changes regarding workers whose work is controlled by these agencies.

3 Governance

Governance structure and composition

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The highest governing body of Anscor is the Board of Directors (the Board). The Board is primarily responsible for the governance of the Corporation to foster its long-term success, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long-term best interests of its shareholders and stakeholders.

The Board is composed of seven (7) directors who are elected annually during the Annual Stockholders Meeting in accordance with the Revised Corporation Code and the Company's By-laws.

The following are the Members of the Board of Directors:

- 1 ANDRES SORIANO III**
Chairman of the Board & Chief Executive Officer
Age 72 Director since 1982
- 2 EDUARDO J. SORIANO †**
Vice-Chairman,
Non-executive Director
Age 69 Director since 1980
- 3 WILLIAM H. OTTIGER**
President and Chief Operating Officer
Age 56 Director since 2022
- 4 OSCAR J. HILADO**
Independent Director
Age 86 Independent Director since 1998
- 5 ERNEST K. CUYEGKENG**
Non-executive Director
Age 77 Director since 2009
- 6 JOHNSON ROBERT G. GO, JR.**
Independent Director
Age 59 Independent Director since 2022
- 7 CAMILA MARIA H. SORIANO**
Non-executive Director
Age 34 Director since 2024



The following are the members of the Executive, Audit, Compensation and Nomination Committees:

Executive Committee

Andres Soriano III	Chairman
Eduardo J. Soriano†	Vice-Chairman
William H. Ottiger	Member
Ernest K. Cuyegkeng	Member
Oscar J. Hilado	Member

Audit Committee

Oscar J. Hilado	Chairman
Eduardo J. Soriano†	Vice Chairman
Ernest K. Cuyegkeng	Member
Johnson Robert G. Go, Jr.	Member
Camila Maria H. Soriano	Member

Compensation Committee

Oscar J. Hilado	Chairman
Andres Soriano III	Member
Ernest K. Cuyegkeng	Member

Nomination Committee

Eduardo J. Soriano†	Chairman
Oscar J. Hilado	Member
Ernest K. Cuyegkeng	Member

+Passed away last February 17, 2025.

Nomination and selection, and Chair of the highest governance body

2-10, 2-11

There are no changes in the procedure for the nomination and selection of the Board of Directors, the highest governance body of Anscor. There are also no changes in the roles and functions of the Chair of the highest governance body.

For a detailed description of the nomination and selection, and Chair of the highest governance body of Anscor, please refer to the 2022 SR.

Role of the highest governance body in overseeing the management of impacts; Delegation of responsibility for managing impacts; Role of the highest governance body in sustainability reporting; and Conflicts of Interest

2-12, 2-13, 2-14, 2-15

For a detailed description of the subject, please refer to the 2023 SR.

Communication of critical concerns

2-16

During the covered period, no critical concerns were communicated to the Board of Directors. Furthermore, Management did not receive any critical concerns raised through grievance mechanisms and other channels.

The collective knowledge of the highest governance body

2-17

The Company engages third-party service providers to conduct annual corporate governance seminars for its Board of Directors and senior management executives, covering a range of topics. In previous years, topics have included sustainable development. For the reporting period, the selected topics were Cyber Security and AI Governance.

Evaluation of the performance of the highest governance body

2-18

The Company engages an independent third-party service provider to conduct an evaluation or an assessment of the Board of Directors' performance.

For a detailed description of the subject, please refer to the 2023 SR.

Please refer to the GRI content index for reasons of omission on the below disclosures:

Remuneration policies

2-19

Process to determine remunerations

2-20

Annual total compensation ratio

2-21

4 Strategy, Policies and Practices

Statement on Sustainable Development Strategy

2-22

The Sustainability Framework outlines the Anscor Group's commitment to sustainability, emphasizing the Group's focus on sustainable practices. Its strategies align with the United Nations Sustainable Development Goals 2030.

For the Anscor Group's statement on sustainable development strategy, please refer to the 2022 SR.

PDP

PDP's commitment to sustainability is central to its business operations. It strives to integrate sustainability into every aspect of its activities, from minimizing environmental footprint to engaging with the community. By implementing lean manufacturing processes and reducing waste, PDP enhances operational efficiency and lowers its environmental impact. At the same time, PDP fosters innovation in sustainable product development.

PDP's core mission is to deliver high-quality wire and cable products in a manner that supports sustainable economic growth, respects the environment, and strengthens the communities in which it operates. Its business model strives to integrate sustainability at every level, from the procurement of raw materials to manufacturing and distribution. PDP is committed to preventing negative impacts while contributing positively to the economy, environment, and communities.

SSRLI/Amanpulo

SSRLI's commitment to environmental stewardship, social responsibility, and long-term economic resilience aligns with the core operations at

Amanpulo. As an ultra-luxury resort, SSRLI recognizes its responsibility to preserve the natural beauty of Pamalican Island while fostering a positive impact on guests, employees and the local community.

SSRLI aims to achieve this by adopting environmentally friendly procurement practices, promoting sustainable tourism, and minimizing its overall environmental impact. These principles are integral to Amanpulo's business strategy, ensuring that all operations align with sustainability goals.

Policy commitments; Embedding policy commitments; Processes to remediate negative impacts; and Mechanisms for seeking advice and raising concerns

2-23, 2-24, 2-25, 2-26

For a detailed description of the Anscor Group's policy commitments, how these policies are embedded into the Group's practices, processes to remediate negative impacts, and mechanisms for seeking advice and raising concerns, please refer to the 2023 SR.

Compliance with laws and regulations

2-27

During the reporting period, all entities included in this report maintained full compliance with applicable laws and regulations. There were no instances of non-compliance, and no fines or penalties were incurred.

Membership associations

2-28

Anscor

- A co-founding member of the Philippine Business for Social Progress (PBSP), the largest business-led NGO and dedicated to advancing corporate citizenship, sustainable development, and poverty reduction.
- A member of the Tax Management Association of the Philippines (TMAP), a non-stock corporation dedicated to professionalizing the tax practice in the Philippines and providing a platform for private sector involvement in the development of tax laws, rules and regulations.

PDP

- Electric Vehicle Association of the Philippines (EVAP)
- Semiconductor and Electronics Industries in the Phils. Foundation, Inc. (SEIPI)
- Australian-New Zealand Chamber of Commerce of the Phils., Inc. (ANZCHAM)
- People Management Association of the Philippines (PMAP)
- Data Center Association of the Philippines (DCAP)
- Employers Confederation of the Philippines (ECOP)
- Philippine Business for Social Progress (PBSP)
- Philippine Chamber of Commerce & Industry (PCCI)
- Chamber of Philippine Electric Wires and Cables Manufacturers, Inc. (PEWMA) – PDP leads the organization





ASF

- Association of Foundations Philippines, Inc.
- League of Corporate Foundations, Inc.
- Philippine Council for NGO Certification, Inc.

ASF is a registered and licensed Social Welfare and Development Agency (SWDA) with programs accredited by the Department of Social Welfare and Development (DSWD). ASF serves as the Chair of the Committee on Policy Review - Palawan Cluster and Chair of the Committee on Membership in the MIMAROPA Region. It is an active member of the ABSNet, a DSWD-led Area-based Standards Network of licensed SWDAs.

SSRLI/Amanpulo

- Philippine Tourism Board – Engaged in sustainable tourism initiatives and best practice sharing within the hospitality industry.
- Hotel and Restaurant Association of the Philippines (HRAP) – Contributes to hospitality industry standards and responsible tourism practices.
- Global Sustainable Tourism Council (GSTC) – Aligns its sustainability framework with international best practices.
- Philippine Business for Social Progress (PBSP) – Collaborates on CSR projects and community engagement programs.
- In 2024, Amanpulo garnered the following awards and recognitions
 - “Best 100” selected by Tatler Asia
 - “Wellness Island of the Year” by Compare Retreats Luxury Wellness Travel Awards 2024
 - “Best Resort Spa” from World Spa Awards
 - “Best Private Island in the Philippines” and “Asia’s Leading Private Island” from World Travel Awards
 - Top Finalist for “Resort of the Year” by Travel + Leisure Asia
 - Top 3 Finalist for the Virtuoso Sustainability Awards, which highlighted the Resort’s partnership with ASF for the Hospitality Vocational Program for Remote Island Youth in Manamoc Island.
 - Nominated for “Private Island of the Year” Destination Deluxe Awards
 - Nominated for DestinAsian’s Reader’s Choice Awards for Best Hotel in the Philippines

In 2024, ASF received two notable recognitions:

- A Plaque of Appreciation from the Department of Education Central Office for ASF’s educational programs and projects in partnership with local public schools in Palawan.
- “Best Stakeholder Award” from a local public school in Roxas, Palawan on the occasion of “*Gawad Sentenaryong Parangal*”, the school’s centennial celebrations.



5 Stakeholder engagement

Approach to Stakeholder Engagement

2-29

For a detailed description of the Anscor Group's approaches to stakeholder engagement, please refer to the 2023 SR.

Collective bargaining agreements

2-30

For Anscor, 48% of its total employees are covered by a collective bargaining agreement (CBA). For employees not covered by a CBA, the Company uses the CBA as a baseline, as it applies to all rank-and-file employees. On the other hand, PDP, SSRLI and ASF do not have CBAs. However, these companies regularly benchmark employees' compensation against industry standards to ensure competitive salaries and benefits.

MATERIAL TOPICS 2021

GRI 3

The process of determining material topics

3-1

For a detailed description on how the Anscor Group determines material topics, please refer to the 2023 SR.

Material topics

3-2

For this SR, no new material topics were identified or included. All material topics remain the same as those from the previous reporting period.

1. Economy
 - GRI 201 – Economic Performance
 - GRI 204 – Procurement Practices 2016
2. Environment
 - GRI 303 – Water and Effluents 2018
 - GRI 306 – Waste 2020
3. Social
 - GRI 401 – Employment 2016
 - GRI 403 – Occupational Health and Safety 2018
 - GRI 304 – Training and Education 2016
 - GRI 413 – Local Communities 2016
 - GRI 418 – Customer Privacy 2016



ECONOMIC Balanced & Inclusive Growth

Photo courtesy of GMA News Online

ECONOMIC PERFORMANCE

201



Management of Material Topic

3-3

For a detailed description on how the Anscor Group manages the material topic of Economic Performance, please refer to the 2022 SR.

The Company has not identified any negative impacts resulting from its operations or business relationships. The Chairman and CEO reports the Company's operating results, along with those of its major subsidiaries and associates, to shareholders during its Annual Stockholders' Meeting.

Direct economic value generated and distributed

201-1

In 2024, the Philippines' Gross Domestic Product grew by 5.6%, despite heightened geopolitical tensions. This growth rate was among the fastest in the Association of Southeast Asian Nations, driven by strong domestic demand. Easing inflation allowed for a less restrictive monetary policy.

The Company's direct economic value generated (revenues) increased from P13.8 billion in 2023 to P16.8 billion in 2024. Major contributors are financial holdings gain, PDP and SSRLI.

Anscor's financial holdings generated a P3.7 billion gain, compared to P1.9 billion in 2023. The significant contributor was the investment in International Container Terminal Services, Inc. which saw a 56% price increase, outperforming the Philippine Stock Exchange's 1.2% increase. Gains from other securities reached P417.6 million, while dividend income rose 5.7% to P389.3 million.

PDP generated revenues amounting to P11.2 billion, sales volume higher by 8.5% and it posted a net profit of P957.3 million, compared to 2023's profit of P962 million. In 2024, the total revenues of SSRLI resort operation reached P1.4 billion, almost the same as last year, despite the decrease in occupancy rate from

49.6% to 46.2%, offset by the 11% increase in average room rate. On a consolidated basis, net income of SSRLI in 2024 amounted to P198.6 million.

Because of the higher volume sold by PDP in 2024 and higher operating cost of the resort, the total operating costs of the Group increased from P 10.0 billion to P11.1 billion in 2024.

The Anscor Group reported a record profit of P4.7 billion in 2024, an 83% increase from the previous year's net income of P2.6 billion. With the improved revenues and profitability of the Anscor Group, taxes given to Government increased from P477.6 million in 2023 to P488.9 million in 2024. Donations to ASF totaling P12.4 million were slightly higher in 2024.

PDP is still committed to sustaining growth and expanding its market leadership. The company plans to attract new customers through innovative products, value-engineered solutions, exceptional services, uncompromising health and safety standards and a best-in-class value proposition.

Despite an industry-wide decline in occupancy rates and an unprecedented number of typhoons during the traditionally strong fourth quarter, Amanpulo generated a P1.4 billion revenue, matching 2023 levels. Amanpulo mitigated the decline in travel from key feeder markets by participating in various sales missions.



Direct Economic Value Generated and Distributed*

(In Million Pesos)

	2024	2023	2022
Direct Economic Value Generated	16,817.7	13,798.5	13,624.7
Direct Economic Value Distributed	13,273.1	12,400.6	12,301.2
Operating Costs	11,110.7	9,912.2	10,138.6
Employee Wages & Benefits	670.7	708.7	590.3
Dividends given to Stockholders and Interest Payments given to Loan Providers	990.1	1,290.1	1,232.2
Tax given to Government	488.9	477.6	325.3
Investment to Community	12.8	12.2	14.7
Direct Economic Value Retained	3,544.6	1,397.8	1,323.5

*The data presented are derived from the Audited Consolidated FS of A. Soriano Corporation and its Subsidiaries for the year ended December 31, 2024, in accordance with relevant Philippine Financial Reporting Standards, and include -Anscor, AFC Agribusiness Corporation, Anscor Consolidated Corporation, Anscor Holdings, Inc., Anscor International, Inc., IAI, Minuet Realty Corporation, Pamalican Resort, Inc., PD Energy International Corporation, Phelps Dodge International Philippines, Inc., Phelps Dodge Philippines Energy Products Corporation and SSRLI.

Financial implications and other risks and opportunities due to climate change

201-2

For a detailed description of the financial implications and other risks and opportunities due to climate change for the Anscor Group, please refer to the 2022 SR.

Specifically, for Amanpulo, some of the activities undertaken to managing risks due to climate change included engaging a third party, AMH, to do a formal study of the western coastal section of Pamalican Island. The study aims to design and implement mitigating measures against sand erosion. In addition, as part of the Resort's ongoing commitment to sustainability, SSRLI commissioned a new solar operation in the third quarter of 2024.

Defined benefit plan obligations and other retirement plans

201-3

For a detailed description of the Anscor Group's defined benefit or retirement plan obligations, please refer to the 2022 SR.

As of the end of December 2024, the fair value of the Anscor Group's Retirement Fund assets amounted to P1.3 billion, against the defined benefit obligation of P553.9 million.

Financial assistance received From Government

201-4

ASF's partnership with the DTI - Region 4-B, through its Shared Services Facility Project, led to the provision of six handicraft machines valued at over P3.0 million. These machines include 1 lathe machine, 1 band saw, 1 engraving machine, 2 sewing machines, and 1 hat blocking machine for kids, all provided under a usufruct agreement. These machines support ASF's livelihood opportunities program, helping local communities in producing handcrafted products. On September 30, 2024, the Usufruct Agreement and Memorandum of Agreement were signed between DTI and ASF, with the formal turnover of the machines taking place on Manamoc Island.

Apart from the assistance described above, the Anscor Group did not receive any government aid, either in cash or in kind, in 2024.

PROCUREMENT PRACTICES 2016

204



Management of Material Topic

3-3

For a detailed description on how the Anscor Group manages the material topic Procurement Practices, please refer to the 2023 SR.

Proportion of spending on local suppliers

204-1

PDP

The proportion of spending on local suppliers was largely consistent with the previous year. However, the number suppliers decreased for both local and foreign suppliers. For more details on PDP's "Monetary Value of Payments to Suppliers", please refer to Page 8 of this SR.

	2024	2023	2022
Percentage of Procurement Budget spent on products and services purchased locally	88%	87%	85%
Monetary Value Paid	P10.2B	P8.9B	P8.9B

AMANPULO

Amanpulo's spending on local suppliers has steadily increased compared to previous years. However, the number of local suppliers has decreased, while the number of foreign suppliers has remained largely unchanged. For more details on the Resort's supplier categories, please refer to page 12 of this SR.

	2024	2023	2022
Percentage of Procurement Budget spent on products and services purchased locally	16.24%	8.4%	6.4%
Monetary Value Paid	P62.08M	P63.36M	P35.89M



ENVIRONMENT Environmental Stewardship



WATER AND EFFLUENTS 2018

303



Management of Material Topic

3-3,

SSRLI/AMANPULO

Amanpulo is located on a 92-hectare isolated island in the Sulu Sulawesi Sea, northeast of Palawan. As a luxury resort, it operates in a water-intensive industry, with high water demand. With no fresh water sources available on the island, the Resort sources all of its water from the sea, using the desalination process through reverse osmosis to convert seawater into fresh water for its operations. This process may raise operational costs and increase the carbon footprint due to the machinery required to generate a large potable water supply.

One of the biggest challenges facing the hospitality industry is the need for water to sustain business operations. It is important to acknowledge potential negative impacts, such as water scarcity, seawater pollution, and carbon emission during desalination, and manage these impacts effectively. Desalinating water can be costly and generates brine concentrate, which is discharged back into the sea, potentially polluting the ocean. However, due to the discharge area being a part of a larger water body, the risk of pollution may be mitigated. Further research will be undertaken to find effective mitigation strategies.

Despite these challenges, the Resort has positively impacted local environment sectors. The desalination plant has created job opportunities, replenished groundwater supplies, and supported the sustainability of the island's ecosystem through improved waste management practices and efficient water conservation. The installation of a solar farm has also helped reduce the Resort's carbon footprint. In addition, the Resort provides guests and workers with access to clean drinking water, promoting good health. Amanpulo's business partners have not caused any negative impacts on the operational environment.

SSRLI is committed to providing safe drinking water and reducing its carbon footprint by 50 percent. These commitments support SSRLI's policies on sustainable sourcing and conservation of water supplies, wastewater treatment and management, and environmental protection, including compliance with authoritative requirements.

The Resort operates under a "No Groundwater Extraction Policy", using only desalinated water to safeguard the environment and ensure the availability of freshwater resources to maintain the water table. The Resort's water management procedures are periodically evaluated and monitored through ecosystem impact assessments to ensure they do not harm marine or terrestrial biodiversity.

To further reduce its environmental impact, SSRLI has implemented the use of renewable energy with a 3.5 – hectare solar farm, featuring Battery Energy Storage Systems of 5.5 MW with PV – 3980 kWp – Solar Panels. The energy derived from the farm is used to operate desalination facilities, contributing to a lower carbon footprint. Additionally, initiatives such as Energy-efficient Desalination Technologies, reverse osmosis (RO) systems, energy recovery devices, and the guest and staff awareness programs help reduce the demand for desalination by minimizing unnecessary water use. The Resort has also optimized irrigation and diversified treated effluent applications.

Tracking the Effectiveness of the Actions taken:

Processes Used to Track the Effectiveness of the Actions Taken	Goals, Targets, and Indicators Used to Evaluate Progress	The Effectiveness of the Actions, Including Progress Toward the Goals and Targets	Lessons Learned and how these have been incorporated into the Organization's Operational Policies and Procedures
<p>Real-Time Monitoring:</p> <ul style="list-style-type: none"> ➤ Smart water meters are installed across the Resort to track water consumption in guest rooms, restaurants, and landscaping areas. 	<p>Reduce water consumption per guest</p>	To be tracked in 2025 onwards	<p>Effluent Diversification is Necessary</p> <ul style="list-style-type: none"> ➤ Relying only on irrigation for treated effluent may not be sustainable long-term. Future strategies include using treated water for cooling systems, cleaning, and toilet flushing.
<p>Monthly Water Audits:</p> <ul style="list-style-type: none"> ➤ Regular assessments of desalination output, water leaks, and consumption trends to identify inefficiencies. 	<p>Optimize desalination efficiency</p> <ul style="list-style-type: none"> ➤ 20% reduction in fossil energy use by 2027 ➤ Reduce use of fossil fuel per cubic meter of desalinated water 		<p>Water Conservation Needs Stronger Guest/Employee Engagement</p> <ul style="list-style-type: none"> ➤ While technology helps reduce consumption, guest behavior plays a key role. The Resort is introducing incentive programs (e.g., discounts for eco-conscious stays) to encourage responsible water use.
<p>Daily monitoring</p> <ul style="list-style-type: none"> ➤ Solar production and ratio between Solar and Diesel usage in power production. 	<p>Increase renewable energy use in desalination</p> <ul style="list-style-type: none"> ➤ 50% of desalination powered by renewables by 2026 ➤ Increase use of energy that is sourced from the solar farm during seawater desalination 		<p>Renewable Energy Investment Can Be Accelerated</p> <ul style="list-style-type: none"> ➤ While solar energy has proven effective, high demand during peak seasons requires battery storage or alternative renewable sources to ensure round-the-clock desalination sustainability

Engagement with Stakeholders Informing Them on the Actions Taken and its Effectiveness:

Stakeholder Group	Engagement Method	Key Concerns Raised	Actions Taken
Local Communities	Public forums, surveys, partnerships	Concern over potential depletion of freshwater resources and water competition	Resort committed to using only desalinated water, avoiding any extraction from local groundwater sources
Environmental Groups	Collaborative research, audits, impact assessments	Marine biodiversity impact of brine disposal	Brine discharge now diluted and released in deep-sea currents to minimize ecological effects
Government & Regulators	Compliance meetings, inspections	Compliance with water quality and effluent reuse regulations	Strengthened effluent testing and irrigation monitoring to meet national environmental standards
Resort Guests	Feedback forms, eco-awareness campaigns	Desire for more visible sustainability efforts	Launched "Eco-Stay" initiatives, including incentives for conserving water during their stay
Employees & Resort Management	Internal training, suggestion programs	Need for better operational efficiency in water use	Installed smart water meters in kitchens, laundry, and guest areas to track and optimize usage

Interactions with water as a shared resource

303-1

Amanpulo's entire water requirement is supplied solely through desalination, using seawater, with no dependence on groundwater. Brine discharge is returned to the ocean. By utilizing reverse osmosis seawater desalination, the island, including its casitas, villas, and restaurants as well as its swimming pools, and offices meets its water consumption needs. Monthly tracking of water consumption per customer is performed for leak detection and misuse control. In addition, due to its "zero direct discharge policy", all treated wastewater is reused within Pamalican Island.

The Resort has identified several impacts from its activities on the surrounding marine environment, including:

- Marine salinity increases from brine disposal
- Energy-intensive desalination
- Soil degradation from irrigation with treated effluent
- Local freshwater depletion
- Water-intensive guest behavior
- Potential supplier water inefficiencies (e.g., food & linen suppliers).

The Resort manages water concerns by:

- Reducing freshwater depletion prohibiting groundwater usage
- Mixing brine with seawater before discharge to reducing the risk of marine salinity increase
- Increasing water-use efficiency by employing optimized irrigation schedules
- Collaborating with suppliers to reduce their water footprint.

To mitigate these consequences, the Resort considers several measures, including:

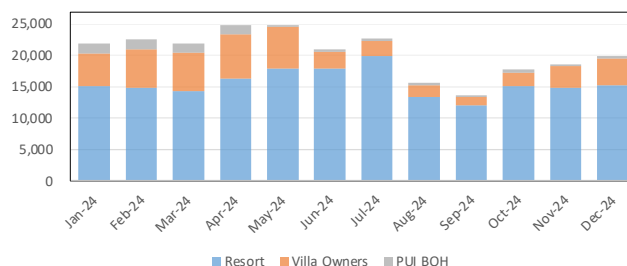
- Deep-sea dilution and brine reuse research
- Solar energy integration and energy recovery systems
- Soil testing and optimized irrigation schedules
- A "no groundwater extraction policy"
- Guest education and water conservation incentives
- Sustainability audits for suppliers.

The Resort's process for establishing water-related objectives involves annual evaluation and planning sessions. The team handling this project meets monthly to discuss progress and fine-tune the target plan as necessary, based on tracking results.

These objectives and goals include:

- Diluting brine by mixing it with seawater before discharge.
- Achieving a 50% mix of solar and fossil fuel energy.
- Conducting soil testing to gauge the salinity levels.
- Prohibiting groundwater usage.
- Raising guest awareness and providing incentives for water conservation.

Overview of Water Use Across Amanpulo's Value Chain:



Specific catchments where the Resort may cause significant water-related impacts, include:

- Water tanks 1 to 6
- Sewage Treatment Plants (STP) 1, 2, and 3
- Maturation pond
- Clarifier pond

Management of water discharge-related impacts

303-2

Amanpulo sources all its water from the sea. Prior to use, the seawater undergoes a purification process, which includes sand filtration, cartridge filtration, and a desalination. The purified water is then treated with UV light before being used at the Resort.

The Resort operates an existing STP with a multi-level treatment process, which includes comminution, aeration, settling, chlorination, and aerobic digestion. This allows the Resort to have zero discharge of gray water into the sea or ground. All treated wastewater is reused for fire hydrants, landscaping, and road watering. Pollution Control Officers (PCOs) regularly monitor and record the quality of effluent discharge.

Wastewater samples are sent to certified laboratories to analyze the physical, chemical, and biological characteristics of wastewater, ensuring that the water discharge does not harm the ocean or groundwater. The project team adheres to the standards outlined in DAO 2021 – 19 and DAO 2016-08, which form the basis for all STP outputs.

In 2024, the total discharge was 560.638 megaliters (ML). Of this total, 490.1 ML was brine concentrate mixed seawater, which was discharged back into the ocean. The remaining 70.538 ML consisted of graywater treated at the STPs, ensuring that no receiving water body was impacted.

Water withdrawal

303-3

Water withdrawal in All Areas

303-3-a

Sources of Water	Total water withdrawal from all areas (In Megaliters) 2024		Total water withdrawal from all areas (In Megaliters) 2023		Total water withdrawal from all areas (In Megaliters) 2022	
	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Other water (>1,000 mg/L Total Dissolved Solids).	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Other water (>1,000 mg/L Total Dissolved Solids).	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Other water (>1,000 mg/L Total Dissolved Solids).
i. Surface water						
ii. Groundwater						
iii. Seawater		735.1		580		520
iv. Produced water						
v. Third-party water & breakdown:						
> Surface water						
> Groundwater						
> Seawater						
> Produced water						
Total water withdrawal in ALL AREAS (Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total))		735.1		580		520

During the reporting period, the total desalinated freshwater production was 245.1 ML, derived from 735.1 ML of seawater withdrawal. This means that approximately 1 ML of fresh water is produced for every 3 ML of seawater.

Total water withdrawal from all areas experiencing water stress is zero as the Resort exclusively sources its water from the sea.

The data and information provided above were supplied by Pamalican Utilities, Inc. (PUI), a wholly owned subsidiary of SSRLI, in collaboration with Amanpulo's Engineering Department. PUI compiles daily and monthly data from water meters.

Water discharge

303-4

Water Discharge	In All Areas (In Megaliters)		
Water Discharge by Destination	2024	2023	2022
i. Surface water;	0	0	0
ii. Groundwater;	0	0	0
iii. Seawater;	490.1	336	312
iv. Third-party water, (total volume)	0	0	0
Third-party water sent for use to other organizations, if applicable	N/A	N/A	N/A
Total water discharge by Destination	490.1	336	312
(Surface water + groundwater + seawater + third-party Water[total])			
Water discharge by freshwater and other water	0	0	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)			
Other water ($> 1,000$ mg/L Total Dissolved Solids)			
Water discharge by level of treatment			
No treatment			
Sewage Treatment Plant – MBBR	70.538	59	0
Treatment level [Provide the title for treatment level]			
Treatment level [Provide the title for treatment level]			

No water discharge (zero) occurred in areas with water stress, whether freshwater or other categories of water.

Gray water from the kitchen and bath is treated through the STP. The treatment process includes comminution, aeration, settling, chlorination and aerobic digestion for excess sludge. This allows 100% of the Resort's wastewater to be reused in the gardens and fire hydrants. The Resort does not discharge any gray water into the sea; instead, treated wastewater is stored in an 1,800 cubic meter holding pond that employs continuous aeration process to keep the water fresh until needed.

The Resort operates three of STP units with the following capacities:

- Conventional Type STP No. 1: 100 cubic meters/day
- Conventional Type STP No. 2: 100 cubic meters/day
- Sequence Batch Reactor Type STP No. 3: 300 cubic meters/day.

Water consumption

303-5

Water Consumption*	All Areas in Megaliters			All Areas with Water Stress In Megaliters		
	2024	2023	2022	2024	2023	2022
Total Water Withdrawal	735.1	580	520	0	0	0
Less: Total Water Discharge	490.1	336	312	0	0	0
Total Water Consumption	245	244	208	0	0	0

* Total water consumption is defined as the sum of all water withdrawn and not returned to source or Water Consumption = Water Withdrawal – Water Discharge.

During the reporting period, there was no change in water storage. The Resort has no facilities located in areas with water stress, whether for water withdrawal or consumption.

Supply chain information (organization's water suppliers)

303-3, 303-5

The Resort has no external water supplier as it produces its own desalinated water (through PUI) and processes it into potable/drinking water.

An Update on the Amanpulo Water Bottling Facility

In its efforts to preserve the environment, Amanpulo has implemented a sustainability and eco-friendly plan across the island resort. A key initiative is the installation of a glass-bottled water program, which aims to phase out the use of single-use plastic or polyethylene terephthalate (PET) bottles.

Custom-made glass bottles are provided in all guest rooms, used at events and activities, and offered to the staff and spa facilities. Launched in 2020, this program has successfully scaled to meet the needs of the entire Resort. To ensure safety, the Resort conducts monthly microbiological tests to guarantee the quality of water for guests, staff, and the resort at large.

During the reporting period, the resort used and reused a total of 140,202 glass bottles (1000ml: 55,598 units; 500ml: 68,303 units; and 350ml: 16,301 units). The cost savings from this initiative amounted to P1,677,278.08, along with a reduction of 2,062 kg in single-use plastic bottle consumption.



WASTE 2020

306



Management of Material Topic

3-3

PDP

Improper waste management can significantly increase waste management costs, especially if these costs are not factored into manufacturing or product pricing. This can result to a competitive disadvantage due to inflated prices. Poor waste disposal practices can lead to water and soil contamination, damaging ecosystems and reducing biodiversity while the mishandling of toxic chemicals poses serious health risks to workers and nearby communities.

In addition, the negative impacts of poor waste management can result in noncompliance with waste regulations, potentially resulting in fines. Improper waste storage and transportation emissions may lead to dangerous spills or leaks, further harming local ecosystems. Community complaints and conflicts may arise from health issues, and workers may be exposed to hazards associated with waste handling.

On the positive side, proper waste management generates income for waste management contractors and recyclers through the proper disposal and recycling of waste. Recycling promotes a circular economy by reusing and recycling materials, reducing landfill usage and conserving natural resources. Proper hazardous waste disposal minimizes environmental contamination, provides safer working conditions for waste handlers by ensuring compliance with waste management laws and occupational safety and health (OSH) standards, and protects community rights to clean air, water, and soil.

Potential positive impacts may also arise from opportunities to develop innovative recycling industries in partnership with local businesses and government. The adoption of advanced waste treatment technologies can further reduce environmental impact and improve sustainability credentials.

PDP's manufacturing processes and operational activities, including industrial by-products and packaging materials, may generate waste. Improper handling, disposal, or treatment of these wastes

can contribute to environmental pollution, soil contamination, and depletion of natural resources. For example, waste disposal practices such as landfilling or incineration without adequate controls can lead to air and water pollution, which negatively impacts nearby communities and ecosystems.

PDP recognizes that its business relationships may also contribute to negative impacts, and it acknowledges its responsibility for waste that may be generated within its supply chain and through its business relationships. Suppliers providing raw materials, equipment, and packaging materials may engage in practices that generate waste or contribute to environmental pollution. For instance, suppliers may use non-recyclable packaging materials or have manufacturing processes that result in high waste outputs. Moreover, downstream partners involved in the distribution and disposal of products may not adhere to sustainable waste management practices, leading to further environmental and social impacts.

PDP is committed to addressing these negative impacts through waste reduction strategies, promoting recycling, and collaborating with suppliers and partners to improve waste management practices. By identifying the specific activities and business relationships associated with waste generation and disposal, PDP aims to mitigate its environmental footprint and contribute sustainable development.

Waste management should be integrated into all business operations. This includes implementing waste minimization strategies, such as process optimization, material substitution, and efficient resource utilization, to reduce waste generation at the source. The adoption of environmentally friendly practices, including recycling, reuse, and recovery of materials, minimizes waste sent to landfills or incineration facilities. In addition, regular monitoring and assessment of waste management practices will help identify areas for improvement and enable proactive corrective measures. By incorporating waste management considerations into product design, procurement decisions, and operational planning, PDP can reduce its environmental footprint across the entire value chain.

Remediation measures may also be implemented to address the environmental and social impacts of past waste disposal practices, including site remediation and cleanup where necessary. PDP may also collaborate with local communities, regulatory authorities, and relevant stakeholders to address any adverse effects of waste disposal on human health, ecosystems, and livelihoods. This includes providing support through community development programs, healthcare initiatives, and educational campaigns to raise awareness about waste management and environmental conservation.

PDP's commitment to waste management extends beyond regulatory compliance. It aligns its waste management policies with intergovernmental instruments and international standards to ensure transparency, accountability, and continuous improvement in its waste management efforts.

PDP is dedicated to environmental stewardship, social responsibility, and sustainable business practices. PDP hopes to achieve these goals by:

- **Investment in innovative technologies and green infrastructure** to improve waste management efficiency, promote resource recovery, and create value from waste streams.
- **Engagement with suppliers, partners, and customers** to promote sustainable practices throughout the product lifecycle, focusing on waste reduction, recycling, and circular economy principles.
- **Participation in industry-wide initiatives**, research collaborations, and knowledge-sharing platforms to exchange best practices, drive innovation, and accelerate progress towards a more sustainable and circular economy.

Actions taken to manage waste and its related impacts:

Actions to prevent or mitigate potential negative impacts;	Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	Actions to manage actual and potential positive impacts;
<ul style="list-style-type: none"> • Implementation of key performance indicators (KPIs) and metrics to measure progress in waste reduction, recycling rates, and diversion from landfill. • Regular monitoring and evaluation of waste management practices to assess their efficiency and effectiveness in preventing or mitigating potential negative impacts. • Utilization of internal audits, inspections, and environmental assessments to identify areas for improvement and ensure compliance with waste management policies and regulations. 	<ul style="list-style-type: none"> • Setting specific goals and targets for waste reduction, recycling rates, and landfill diversion to track progress and measure the effectiveness of remediation efforts. • Establishing indicators such as waste generation per unit of production, recycling rates, and waste disposal volumes to evaluate the success of waste management initiatives. • Implementing remediation measures and corrective actions to address actual negative impacts identified through internal assessments, stakeholder engagement, or regulatory compliance obligations. • Utilizing grievance mechanisms and remediation processes to facilitate dialogue, address community concerns, and provide appropriate remedies for actual negative impacts identified. 	<ul style="list-style-type: none"> • Continuously evaluating the effectiveness of waste management actions based on performance metrics, KPIs, and stakeholder feedback to ensure progress toward goals and targets. • Assessing the extent to which waste reduction measures, recycling programs, and remediation efforts have contributed to minimizing negative impacts on the environment, economy, and society. • Reporting on progress toward waste management goals and targets, including achievements, challenges, and areas for improvement, to promote transparency and accountability.

For a detailed description on how PDP tracks the effectiveness of its actions in managing waste and addressing associated impacts, please refer to the 2023 SR.

SSRLI/AMANPULO

The absence of an effective waste management system may have a significant negative impact, both potentially and actually, on the economy and the environment. This may lead to increased waste disposal costs, inefficient use of raw materials resulting in financial loss, and noncompliance with the provisions of Republic Act (RA) No. 9003 or The Solid Waste Management Act, which can lead to regulatory fines or penalties. Additionally, stricter waste disposal requirements imposed by the Department of Environment and Natural Resources (DENR) can increase costs. Landfill waste contributes to pollution, contaminating soil and water bodies, while also raising the carbon footprint. Furthermore, improper handling of hazardous waste may impact workers and harm local flora and fauna, particularly if waste disposal sites are improperly managed.

Implementing a responsible waste management framework is crucial for maintaining a healthy and sustainable economy. By adhering to responsible waste management practices, economic benefits are generated not only for the operators but also for the communities they serve, creating jobs, supporting local economies, and reducing environmental harm.

The key benefits of a viable waste management system include:

- Generating cost savings from waste reduction.
- Creating new revenue streams from circular economy initiatives and sustainability programs related to waste.
- Reducing landfill waste, which contributes to long-term ecosystem preservation.
- Supporting human rights by creating jobs in sustainable waste management and recycling.
- Improving workplace health and safety through responsible waste disposal.

SSRLI is aware that, despite its efforts, its activities and business relationships may cause negative impacts. The nature of the Resort's operations may result to high waste generation, inefficient waste segregation, and the use of non-recyclable packaging materials in various aspects of its business.

There may still be room for improvement in the Resort's interactions with its supply chain. While the current procurement policies already focus on environmental sustainability and encourage the use of recyclable and biodegradable materials, these policies need to be strengthened. For example, local suppliers may not always comply with the use of sustainable packaging, and some vendor partnerships may lack waste reduction policies.

With this in mind, SSRLI is committed to reducing waste generation, improving waste segregation, recycling materials, and adopting sustainable practices. This includes utilizing advanced technologies such as clean technology shredders, pyrolysis machines, and waste digesters to further reduce waste.

The Resort has implemented a source-based waste segregation system with clearly designated bins. Materials are then processed in a Material Recovery Facility (MRF), which sorts recycled materials and non-recycled materials. While the Resort has made progress, there may be room to further enhance its waste disposal system by collaborating with waste disposal companies and exploring upcycling and repurposing practices.

The Resort tracks the effectiveness of its waste management operations by monitoring the volume of waste produced and the cost of hauling waste off the island. In 2024, a third-party provider, Treater, was responsible for disposing of all waste generated from operations. Looking ahead, the Resort aims to reduce waste transportation costs by 50% by the end of 2025. This will be achieved by purchasing clean technology pyrolysis machines, improving the understanding and adherence to waste reduction practices within the management team, and providing internal training on waste reduction practices to enhance supplier relationships and support the Resort's waste reduction policy.

SSRLI has engaged with stakeholders by providing regular feedback and consultations, particularly from employees, to identify areas for improvement in waste reduction and handling. The Resort has also initiated collaborations with waste reduction experts to explore additional opportunities for waste minimization.

Waste generation and significant waste-related Impacts

306-1

PDP

The wire manufacturing process involves several stages, including wire drawing, cutting, shaping, and surface treatment. As a wire manufacturer, PDP's operations rely on various inputs, activities, and outputs that collectively may contribute to both actual and potential waste-related impacts. These include raw materials, process materials, and packaging materials, all of which are transformed into finished products through wire drawing, cutting, shaping, and surface treatment. During wire drawing, wire rods or coils are pulled through a series of dies to reduce their diameter and achieve the desired gauge or thickness. Once the wire is drawn, it is cut and shaped according to customer specifications. The wires are then coated, plated, or annealed to enhance properties such as corrosion resistance, conductivity, and appearance.

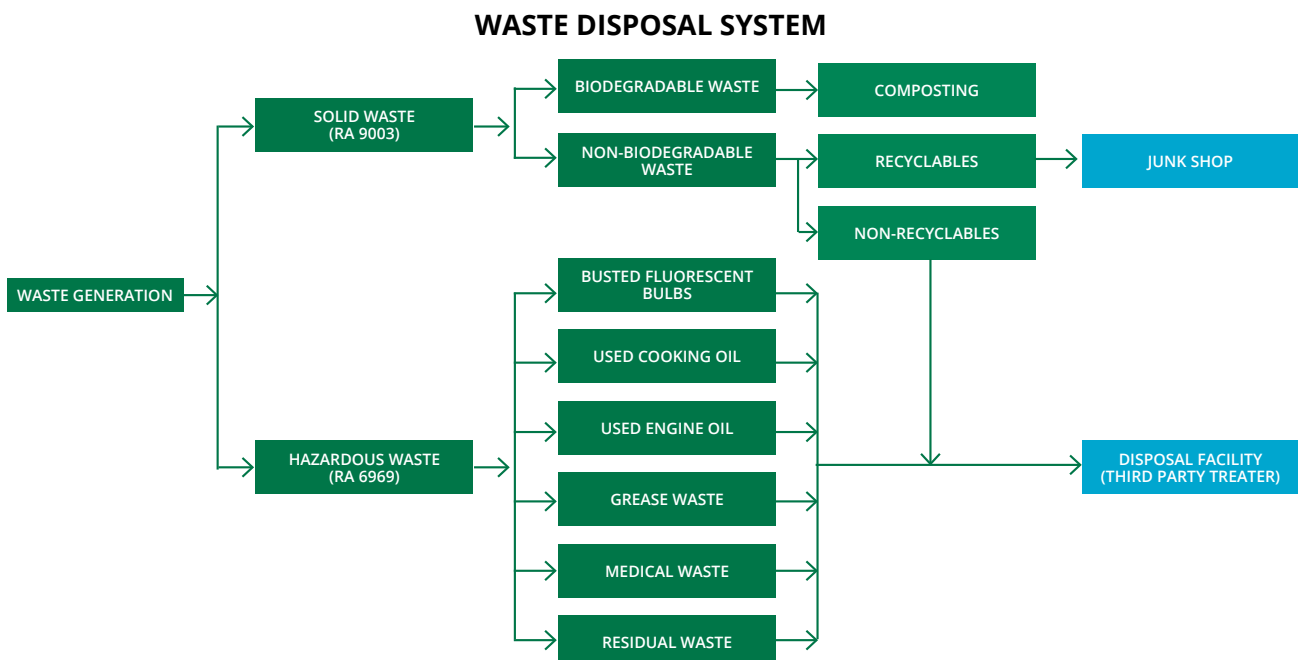
Scrap wire, resulting from excess material or imperfections in the manufacturing process, may contribute to waste generation within PDP's facilities.

In addition, waste lubricants, chemicals, and residues from surface treatment processes pose environmental challenges if not properly managed. Packaging waste, including used cardboard boxes, plastic wrap, and pallets from both incoming raw materials and outgoing shipments, further adds to the overall waste stream.

These waste-related impacts primarily stem from activities within PDP's operations. However, waste may also be generated upstream in the value chain, such as packaging waste from suppliers delivering raw materials or chemicals. By recognizing and addressing these waste generation sources, PDP is committed to implementing strategies that minimize waste, improve resource efficiency, and promote sustainability across its operations and the broader value chain.

SSRLI

Amanpulo Waste Management Process Flow



Management of significant waste-related Impacts

306-2

PDP

PDP has implemented a comprehensive set of actions and circularity measures to address waste generation and manage its impacts throughout its operations and value chain. Firstly, PDP prioritizes materials selection and product design that emphasize longevity, durability, and recyclability, aiming to extend product lifecycles and minimize waste generation. Additionally, PDP has invested in waste management facilities and actively engage in product recovery initiatives, including preparation for reuse and recycling.

When waste management is outsourced to third parties, PDP ensures that these practices align with both contractual and regulatory obligations. Furthermore, PDP has established robust data collection and monitoring processes that extend beyond its own activities to track waste generation upstream and downstream. This enables PDP to gain comprehensive insights into its waste management performance, facilitating targeted efforts for continuous improvement.

SSRLI/AMANPULO

To effectively minimize waste generation and manage its impacts, SSRLI has implemented several key measures within its operations and across its value chain, including:

Internal Waste Reduction Measures:

- Waste Segregation at Source
- Paperless Operations
- Employee Training & Engagement

Upstream and downstream Waste Management Measures (Suppliers & Procurement):

- Sustainable Sourcing
- Supplier Audits & Compliance Coordination

Amanpulo partners with third-party service providers for waste management and ensures that these providers comply with all applicable laws and meet the Resort's contractual requirements for waste disposal.

Furthermore, the Resort has established the following processes to track and analyze waste-related data:

- Automated Waste Tracking System
- Random Waste Audits and Callouts
- Key Performance Indicators (KPIs): Inclusion of waste reduction goals into the KPI of all leadership roles within Amanpulo
- Stakeholder & Employee Feedback

Waste generated

306-3

PDP

Table 1. Waste by composition, in metric tons (t)

Waste Composition	WASTE GENERATED			WASTE DIVERTED FROM DISPOSAL			WASTE DIRECTED TO DISPOSAL		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Hazardous	153.17	63.418	120				153.17	63.418	120
Non-hazardous waste	2,435.51	1,081.39	943						
Recycled/Reused				2,414	1,065.03	912			
Compost									
Residual							21.51	16.362	31
Total waste	2,588.68	1,144.80	1,063	2,414	1,065.03	912	174.68	79.78	151

Waste diverted from disposal

306-4

Table 2. Waste diverted from disposal by recovery operation, in metric tons (t)

Waste Composition	ONSITE			OFFSITE			TOTAL		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Hazardous waste									
Preparation for reuse									
Recycling									
Other recovery operations									
Total t (306-4-b)									
Non-hazardous waste									
Preparation for reuse									
Recycling				2,414	1,065.03	912	2,414	1,065.03	912
Other recovery operations									
Total				2,414	1,065.03	912	2,414	1,065.03	912
Waste prevented									
Waste prevented				2,414	1,065.03	912	2,414	1,065.03	912

Waste directed to disposal

306-5

Table 3. Waste directed by disposal operation, in metric tons (t)

TYPE OF DISPOSAL OPERATION	ONSITE			OFFSITE			TOTAL		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Hazardous waste									
Incineration (with energy recovery)									
Incineration (without energy recovery)									
Landfilling				153.17	63.418	120	153.17	63.418	120
Other disposal operations									
Total				153.17	63.418	120	153.17	63.418	120
Non-hazardous waste									
Incineration (with energy recovery)									
Incineration (without energy recovery)									
Landfilling				21.51	16.362	31	21.51	16.362	31
Other disposal operations									
Total				21.51	16.362	31	21.51	16.362	31

SSRLI/AMANPULO

Table 1. Waste by composition, in metric tons (t)

Waste Composition	WASTE GENERATED			WASTE DIVERTED FROM DISPOSAL			WASTE DIRECTED TO DISPOSAL		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Hazardous	12.92	63	8.2				12.92	63	8.2
Non-hazardous waste									
Recycled/Reused	280.60	89	70.8	280.60	89	70.8			
Compost			57.6			57.6			
Residual	506.6	717					506.6	717	35.8
Total waste	800.1	869	172.4	280.60	89	128.4	519.52	780	44

Waste diverted from disposal

306-4

Table 2. Waste diverted from disposal by recovery operation, in metric tons (t)

Waste Composition	ONSITE			OFFSITE			TOTAL		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Hazardous waste									
Preparation for reuse									
Recycling									
Other recovery operations									
Total t (306-4-b)									
Non-hazardous waste									
Preparation for reuse									
Recycling				280.60	89	70.8	280.60	89	70.8
Other recovery operations						57.6			57.6
Total				280.60	89	128.4	280.60	89	128.4
Waste prevented									
Waste prevented				280.60	89	128.4	280.60	89	128.4

Waste directed to disposal

306-5

Table 3. Waste directed by disposal operation, in metric tons (t)

TYPE OF DISPOSAL OPERATION	ONSITE			OFFSITE			TOTAL		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Hazardous waste									
Incineration (with energy recovery)									
Incineration (without energy recovery)									
Landfilling					63			63	
Other disposal operations				12.92		8.2	12.92		8.2
Total				12.92	63	8.2	12.92	63	8.2
Non-hazardous waste									
Incineration (with energy recovery)									
Incineration (without energy recovery)				21.6			21.6		
Landfilling				485	717	35.8	485	717	35.8
Other disposal operations									
Total				506.6	717	35.8	506.6	717	35.8



SOCIAL
Responsive Stakeholder
Relationships

EMPLOYMENT 2016

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Management of Material Topic

3-3

PDP

PDP has identified potential negative environmental impacts associated with increased employment, such as higher energy consumption, greater water usage, and increased waste generation. However, the positive impacts of PDP's employment focus significantly outweighs these potential negative effects, particularly in the areas of the economy, environment, and people rights. These positive impacts include:

- Provision of stable and well-paying jobs that offer competitive benefits and incentives.
- Increase in employees' purchasing power, which directly and indirectly contributes to local, regional, and national economic growth, and helps reduce unemployment.
- Regular training in environmental sustainability, fostering long-term environmental stewardship.
- Access to health insurance, wellness programs, and other benefits that enhance employees' quality of life, including career development and skills training, which improve long-term employability and career growth.

PDP's operations comply with environmental and labor regulations, ensuring no evidence of human rights violations or child labor in its business relationships or operations. It is committed to responsible business practices, continuously monitoring its supply chain and operations to uphold sustainability and corporate responsibility. It prioritizes internal candidate development, and hires externally in a responsible manner. Its current assessments indicate that its activities have not negatively impacted local communities, the environment, or the economy.

PDP actively implements rigorous compliance checks and regular employee training to mitigate potential negative impacts on local communities and the environment. It collaborates closely with local communities and government agencies to ensure compliance with all regulations throughout a project lifecycle. Comprehensive training covering environmental and health regulations ensures that



everyone at PDP understands its legal responsibilities and can work effectively to protect local communities and the natural environment.

Although no negative impacts have been reported, PDP's policies include responsive measures to address any that may arise, ensuring immediate remediation in cooperation with relevant stakeholders. The measures to mitigate potential environmental and health impacts involve close collaboration with affected communities and government agencies. This ensures that everyone understands PDP's legal obligations to help provide timely and effective solutions for any potential negative effects on the community and the environment.

PDP fosters positive impacts through community engagement initiatives, investment in local economies, and environmental stewardship programs. These programs are designed to support local communities and economies while protecting and improving the environment.

PDP relies on both internal and external audits to monitor compliance with employment standards. The audits, along with

management reviews, track the effectiveness of the organization's employment practices. Regular audit feedback and internal reviews help integrate lessons learned into the continuous improvement of employment policies and practices, aligning with both legal requirements and best practices in human resources management. In addition, regular audits by the labor department serve as verification and impact assessments.

SSRLI/AMANPULO

The Resort has identified both actual and potential impacts - negative and positive - on the economy, environment, and people, including impacts on their human rights:

	Actual and Potential Negative Impacts	Actual and Potential Positive Impacts
Economy	SSRLI recognizes that its reliance on seasonal tourism can lead to economic instability, affecting both the company and its seasonal employees. Local communities whose micro and small enterprises depend on the resort's operations, are also negatively impacted by this seasonality. Also, the increase demand for local goods such as poultry, meat, fresh vegetables, and other products raises the cost of living in these communities and neighboring islands.	On the other hand, tourism can have a positive impact as a primary driver of the local economy. The Resort generate much-needed income and jobs for residents of the nearby islands. This provides employment opportunities closer to their homes and families. Resorts can partner with local schools to develop training programs, preparing students to become the primary workforce for the Resort. Purchasing raw materials from the local community supports the local economy. Promoting and selling locally made products in resort boutique shops can boost business, and showcase the unique offerings of the islands. By partnering with or purchasing from local organizations that help locals produce goods, the Resort can continue to provide jobs, strengthen the community, and preserve local culture. Partnerships with local schools and various other local sectors can further strengthen the relationship between the Resort and the community, supporting local development.

	Actual and Potential Negative Impacts	Actual and Potential Positive Impacts
Environment	An increase in the number of employees and resort guests can lead to excessive water usage and waste generation. For a resort on a small island, the limited carrying capacity for infrastructure can damage ecosystems, resulting in the loss of biodiversity and the destruction of critical areas such as coral reefs and mangroves. Pollution from unrestrained tourism activities, such as boating, diving, and beach tourism, can lead to water pollution, harming marine life and the environment. Additionally, climate change and rising sea levels pose a long-term risk to island ecosystems and tourism infrastructure. In general, over-tourism could cause irreversible damage to fragile environments, such as reefs and beaches.	To better promote the local culture, the Resort could offer guest activities such as island hopping, trips to sandbars, or visits to nearby islands. These activities would showcase local communities and their unique attractions to a global audience, boosting tourism, supporting local businesses, and promoting cultural exchange. Partnering with locals to create programs that protect the island's wildlife and ecosystems helps ensure environmental safety. Investing in renewable energy and advanced technologies for potable water production and management reduces the Resort's environmental impact. Supporting local conservation efforts and eco-friendly tourism activities, including marine protection initiatives, helps preserve the island's coastal and marine resources and attracts environmentally conscious guests and visitors.
People, including impacts on their human rights	The limited job opportunities in the tourism industry may lead to worker exploitation in areas with few employment options. In addition, tourism-related work often comes with low wages and poor working conditions, which can result in workers exploitation. The influx of tourists can erode or displace local culture, as the presence of visitors from different cultures can threaten traditions and lead to cultural changes or even the displacement of locals. Tourism also has the potential to exacerbate inequality in a society. As tourism grows, living costs for locals can rise, including the costs of raw materials and supplies for food and basic necessities. These items may be prioritized for tourist consumption, leading to shortages and price hikes for locals, thereby increasing social inequality. Finally, weak labor laws or lack of enforcement of human rights protections can result in worker exploitation.	In the interest of fairness, the Resort practices equal opportunities for all employees. It provides a safe and welcoming space for open communication, ensuring all staff members the same chance to be heard and hired, regardless of their background or origin. In the pursuit of inclusivity, the Resort encourages and hires staff from diverse backgrounds and genders to benefit from a wide range of perspectives. The health and safety of employees are a top priority. The Resort routinely conducts thorough risk assessments and implements necessary precautions to ensure their safety. In addition, the Resort invites external trainers from the Department of Labor and Employment or suppliers to educate its employees about their rights and benefits. To ensure the Resort provides competitive wages, it conducts a yearly salary survey to stay updated on prevailing market wages. It promotes a meritocratic atmosphere by basing salary decisions on performance, irrespective of an employee's background. The Resort is dedicated to making its community a more vibrant place. In addition to creating jobs and employment opportunities for local and neighboring communities, the Resort's tourism taxes help fund essential services, such as healthcare and education, so all residents can enjoy an improved standard of living.

Amanpulo adheres to the policies and practices outlined in the Labor Code of the Philippines, ensuring that all contract terms comply with legal standards for fair and transparent working conditions. The following key policies are in place:

- Recruitment Policy
- Timekeeping Policy
- Sick Leave Policy
- Weekly Days Off and Compensation Policy
- Fire Emergency Response Policy
- Driving Safety Policy
- Medical Emergency Response Policy
- Computer Users and Data Security Policy
- Retirement Policy

The Resort is committed to maintaining an ethical and legally compliant operation for all its employees. To ensure compliance with applicable laws and standards, it regularly reviews its procedures and practices with its legal team, covering areas such as compensation, statutory benefits, working conditions, pay, working hours, rest periods, and holidays.

SSRLI prioritizes employee welfare and well-being. The Resort provides comfortable accommodations, access to safe drinking water, nutritious meals, and on-site medical services, including care from its doctor and nurses. The Resort also ensures that due process is followed in matters of employee discipline and

termination, further fostering a fair and supportive work environment.

During the high season, SSRLI hires seasonal employees to assist permanent staff in managing the influx of guests, ensuring that the Resort provides the highest level of service. The Resort is committed to ensure that temporary workers enjoy the same employment rights and benefits as permanent staff. To maintain consistency in employment practices, SSRLI conducts regular audits to ensure that third-party contractors pay their employees statutory benefits, as well as wages and salaries in a timely manner and in compliance with the law.

SSRLI has established safe and confidential channels for employees and workers to report cases of uncontracted work or exploitation within the supply chain. To ensure compliance, penalty clauses or

contract termination provisions are imposed for suppliers who fail to meet legal contract requirements. This ensures that all workers, including home-based employees, are treated fairly and in accordance with the law.

The Resort also makes certain that any work performed by home-based employees is properly regulated and covered by their contracts. To further promote awareness, the HR Department provides training for both suppliers and home-based workers on their rights, including legal employment standards, to help prevent exploitation.

Additionally, regular audits of suppliers and subcontractors are conducted to ensure that all work is performed under legally recognized contracts. This approach safeguards workers' rights and ensures compliance with labor laws and standards.



Amanpulo holds townhall meetings to engage with local communities.

New employee hires and employee turnover

401-1

a. Total number of new employee hires during the reporting period

		ANSCOR			PDP			AMANPULO			ASF		
		2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
By Age	Under 30 years old	1			23	19	22	26	30	30	1		1
	30 – 50 years old	2	1	1	12	10	5	43	44	43	1	2	
	Over 50 years old				1			10	6	4		1	
TOTAL		3	1	1	36	29	27	79	80	77	2	3	1
By Gender	Female	3	1		13	5	18	23	25	26	2	2	1
	Male			1	23	24	9	56	55	51		1	
	Other												
TOTAL		3	1	1	36	29	27	79	80	77	2	3	1
By Region	NCR	3	1	1	14	11	12	23	18	20		1	
	Luzon				19	16	11	50	53	47	2	2	1
	Visayas				2	1	1	5	8	7			
	Mindanao				1	1	3	1	1	3			
TOTAL		3	1	1	36	29	27	79	80	77	2	3	1

a.1 Rate of new employee hires during the reporting period

ANSCOR			PHELPS DODGE			AMANPULO			ASF		
2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
11.54%	0.033%	0.034%	11.84%	9.18%	9.79%	20.8%	4.48%	4.86%	.09%	.13%	.05%

b. Total number of employee turnover during the reporting period

		ANSCOR			PDP			AMANPULO			ASF		
		2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
By Age	Under 30 years old	1			13	14	15	14	20	22			1
	30 – 50 years old			1	8	9	5	40	48	36	2	2	
	Over 50 years old	4			1	1	1	6	4	7	1	1	
TOTAL		5	-	1	22	24	21	60	72	65	3	3	1
By Gender	Female	3			8	11	5	17	26	50	1	2	1
	Male	2		1	14	13	16	43	46	15	2	1	
TOTAL		5	-		22	24	21	60	72	65	3	3	1
By Region	NCR	5		1	10	15	11	21	19	17	1	1	
	Luzon				10	7	7	32	45	36	2	2	1
	Visayas					1	2	4	6	5			
	Mindanao				2	1	1	3	2	7			
TOTAL		5	-	1	22	24	21	60	72	65	3	3	1

b.1 Rate of employee turnover during the reporting period

ANSCOR			PHELPS DODGE			AMANPULO			ASF		
2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
16.67%	-	0.034%	7.24%	8.16%	7.3%	15.8%	4.97 %	4.86%	15.7 %	7.3%	9.5%

Benefits provided to full-time employees that are not provided to temporary or part-time employees

401-2

For detailed description of the benefits granted to employees across the Anscor Group, please refer to the 2022 SR.

Parental leave

401-3

	ANSCOR			PDP			AMANPULO			ASF		
	2024			2024			2024			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
a. Total number of employees that were entitled to parental leave, by gender.	0	0	0	17	25	42	3	7	10	0	0	0
b. Total number of employees that took parental leave, by gender.	0	0	0	4	0	4	2	7	9	0	0	0
c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	N/A	N/A	N/A	4	0	4	2	7	9	N/A	N/A	N/A
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	N/A	N/A	N/A	4	0	4	2	7	9	N/A	N/A	N/A

Return to work and retention rates of employees that took parental leave, by gender:

a. Anscor and Amanpulo

	ANSCOR						AMANPULO					
	Return to Work Rate 2024			Retention Rate 2024			Return to Work Rate 2024			Retention Rate 2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Return to work and retention rates of employees that took parental leave, by gender	N/A	N/A	N/A	N/A	N/A	N/A	100%	100%	100%	100%	100%	100%

b. PDP and ASF

	PDP						ASF					
	Return to Work Rate 2024			Retention Rate 2024			Return to Work Rate 2024			Retention Rate 2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Return to work and retention rates of employees that took parental leave, by gender	100%	0	100%	100%	0	100%	N/A	N/A	N/A	N/A	N/A	N/A

OCCUPATIONAL HEALTH & SAFETY 2018

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Management of Material Topic

3-3

PDP

PDP acknowledges that while the initial investment in safety equipment, training, and infrastructure may present short-term financial challenges, it is essential for the long-term sustainability of the company. Inadequate safety practices can lead to serious environmental incidents, such as chemical spills, leaks, or emissions. Similarly, poor occupational safety and health (OSH) practices can result in accidents, injuries, or fatalities, which negatively impact employee well-being and morale. Furthermore, non-compliance with OSH standards may expose PDP to legal liabilities, damaging both its financial performance and its reputation.

Implementing an OSH system not only safeguards employees but also enhances PDP's reputation,

particularly with customers. Customers are increasingly inclined to support companies that prioritize their workers' safety and environmental protection.

PDP is fully committed to minimizing the negative impacts of its operations and business relationships. It assesses its manufacturing processes to prevent any potential environmental or social consequences. Through ISO 45001-certified health and safety management system, it continually works to mitigate OSH risks. PDP also ensures that its supply chain and business partnerships adhere to the highest standards of ethical conduct and environmental responsibility. Although PDP has not been directly involved in any significant negative impacts from its operations or partnerships, it remains vigilant and dedicated to addressing any potential indirect impacts linked to its activities.

PDP's policies focus on:

Preventing or Mitigating Negative Impacts	Addressing Actual Negative Impacts	Managing Positive Impacts
Through rigorous safety protocols, regular employee training, and adherence to ISO 45001 standards, PDP aims to prevent workplace incidents and environmental harm.	In the event of an incident, PDP has established procedures for immediate response, investigation, and remediation, including cooperation with local authorities and stakeholders to address any impacts effectively.	PDP is dedicated to improving employee well-being, community health, and environmental protection through its operations. This includes community engagement programs and sustainability initiatives, all of which are outlined in its comprehensive OSH Program and reinforced by its ISO 45001 certification.

PDP prioritizes the well-being of its employees, communities, and the environment. Its sustainability efforts are centered on continuous improvement, and to ensure their effectiveness, it implements a comprehensive range of processes. PDP closely monitors its impact across all areas of the business, assigning clear responsibility to specific functions, with senior management overseeing these areas to ensure they align with PDP's safety and environmental commitments. Through internal audits, routine evaluations, and employee feedback, PDP assesses the success of its sustainability programs. The insights gained from these assessments inform its decision-making, enabling it to direct its efforts where they will have the most significant impact. This includes evaluating the outcomes of safety training, the implementation of safety measures, and environmental sustainability practices. PDP's approach is proactive, focusing on continuous improvement and adherence to international standards to mitigate potential and actual negative impacts while enhancing positive outcomes.

Tracking the effectiveness of the actions taken:

Processes used to track the effectiveness of the actions:	Goals, targets, and indicators used to evaluate progress	The effectiveness of the actions, including progress toward the goals and targets	Lessons learned and how these have been incorporated into the organization's operational policies and procedures
PDP employs a comprehensive approach to assess the effectiveness of its efforts, using a combination of internal and external audits, stakeholder feedback, and comparisons to industry standards. This multi-faceted strategy ensures that it is not only compliant with its guidelines and commitments, but also continually improve its outcomes on OSH, environmental sustainability, and community well-being. The feedback gathered through these processes form a critical loop that informs PDP's strategies, enabling the company to adapt to new challenges and seize opportunities to create a positive impact.	PDP's goals are focused on achieving zero recordable incidents, underscoring its commitment to the highest standards of safety and well-being for both its employees and stakeholders. This target serves as both an aspirational and operational benchmark, guiding its actions and policies to maintain a safe, healthy workplace while minimizing risks across its operations and business relationships.	To assess the effectiveness of PDP's efforts in achieving zero recordable incidents, it monitors outcomes through a combination of internal and external audits, data from its safety management systems, and stakeholder feedback. This approach enables PDP to establish a clear link between its actions and their impact to safety performance. It evaluates progress against established goals, with a focus on continuous improvement. When goals are not met, it conducts a thorough analysis to identify the underlying causes and adjust its strategies accordingly, ensuring that its commitment to safety is consistently managed and enhanced.	Continuous improvement efforts have highlighted the importance of proactive risk management and the value of engaging employees in safety initiatives at PDP. As a result, PDP has strengthened its training programs, conducted more thorough audits of its safety practices, and implemented advanced reporting systems to capture near-misses, which help prevent incidents before they occur. PDP has also recognized the need for closer collaboration with its suppliers to ensure they align with safety standards. These lessons are now embedded in PDP's operational policies and procedures, cultivating a culture of safety and responsibility at every level of the organization.

PDP's engagement with stakeholders is vital to its success, ensuring that its OSH efforts align with their needs and enabling PDP to make informed decisions. Through their feedback, stakeholders contribute

to a meaningful dialogue that helps PDP evaluate the effectiveness of its policies and practices. These open discussions allow PDP to identify areas for improvements, ensuring that its operational impacts are effectively managed.

SSRLI / AMANPULO

For a detailed description on how SSRLI/Amanpulo manages the material topic Occupational Health and Safety, please refer to the 2023 SR.

SSRLI's Policies focus on:

Actions to prevent or mitigate potential negative impacts	Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	Actions to manage actual and potential positive impacts
<ul style="list-style-type: none"> Regular Risk Assessments: Conducts routine workplace hazard evaluations to identify and mitigate risks. 	<ul style="list-style-type: none"> Incident Reporting and Investigation 	<ul style="list-style-type: none"> Continuous Safety Culture Development
<ul style="list-style-type: none"> Mandatory Safety Training: Requires all employees and contractors to complete OHS training, including emergency response and proper equipment use. 	<ul style="list-style-type: none"> Medical Support and Rehabilitation 	<ul style="list-style-type: none"> Recognition and Incentives: Acknowledges employees and departments that consistently uphold OHS best practices.
<ul style="list-style-type: none"> Strict Compliance Monitoring: Implements audits and inspections to ensure adherence to RA No. 11058 and other safety regulations. 	<ul style="list-style-type: none"> Policy Revisions Based on Incidents 	<ul style="list-style-type: none"> Sustainability Integration
<ul style="list-style-type: none"> Emergency Preparedness Plans: Maintains well-documented emergency response procedures, including fire drills, medical response, and evacuation plans. 	<ul style="list-style-type: none"> Employee Support Programs 	<ul style="list-style-type: none"> Community Engagement
<ul style="list-style-type: none"> Supplier and Contractor Safety Compliance: Enforces safety guidelines for third-party contractors and suppliers, ensuring alignment with Amanpulo safety standards. 		

Tracking the effectiveness of the actions taken:

Processes used to track the effectiveness of the actions:	Goals, targets, and indicators used to evaluate progress	The effectiveness of the actions, including progress toward the goals and targets
<ul style="list-style-type: none"> Monthly inspections and annual audits to ensure safety measures are effective. Log and investigate all accidents and near-misses to prevent recurrence. Staff share safety concerns through meetings and surveys. Staying aligned with RA No. 11058 through regular reviews. Third-party workers should follow the company's safety standards. 	<ul style="list-style-type: none"> No/zero serious injuries or fatalities. Yearly reductions in minor accidents and near-misses. 	<ul style="list-style-type: none"> Safety training and awareness have reduced workplace accidents. Employees report more hazards and follow safety protocols. Government inspections confirmed that the Resort is compliant with all safety standards. Drills consistently meet target times. Tighter oversight ensures third-party workers follow rules.

Occupational health and safety management system

403-1



PDP's ISO Certificates, serve as proof that the company is globally recognized by an international certification organization for having a robust quality management system. These certifications demonstrate PDP's compliance with international standards for OSH management systems, as well as internationally recognized standards for environmental management systems.

PDP

PDP has implemented a comprehensive OSH management system that complies with current national regulations, including the government's OSH law. It also adheres to ISO 45001 standards and follow a safety training program that meets the requirements set forth by the International Labour Organization (ILO) guidelines for OSH.

PDP's OSH management system is designed to cover all employees and contractors on its premises. A team of qualified professionals, including safety officers, a licensed safety practitioner, a nurse, and a doctor-consultant are employed to ensure the effectiveness and continuous improvement of the system. This structure is in place to maintain a safe working environment for all employees.

SSRLI

For a detailed description of SSRLI's OSH management system, please refer to the 2023 SR.

Hazard identification, risk assessment, and incident investigation

403-2

PDP

PDP is committed to ensuring the quality of its OSH processes. For instance, both employees and contractors receive Behavioral-Based Safety (BBS) Training Material for Observer and Potential Risk Detection. This training equips workers with the skills to identify work-related hazards and effectively assess risks. Workers are encouraged to report hazards without fear of retaliation, supported by policies that protect their rights. PDP also ensures that employees have the right to remove themselves from unsafe situations, reinforcing their right to a safe work environment.

PDP's incident investigation process involves identifying hazards, assessing risks, and implementing corrective actions, all aimed at continual improvement of the safety management system. These measures highlight PDP's commitment to maintaining a safe workplace and adhering to both legal requirements and ISO 45001 standards.

Protecting workers against reprisals is a critical aspect of safety culture. PDP has established policies and processes that protect workers from intimidation, threats, or any actions that could negatively affect their employment or work engagement. This includes

protection against termination, demotion, loss of compensation, disciplinary actions, or any other form of unfavorable treatment. Workers are safeguarded from reprisals for removing themselves from work situations they believe could cause injury or ill health, or for reporting hazards to their representatives, employer, or to regulatory authorities. Workers have the right to remove themselves from situations that they believe could harm themselves or others, without fear of reprisal.

SSRLI/AMANPULO

The Resort employs several processes to identify work-related hazards and assess risks on both a routine and non-routine basis, applying the hierarchy of controls to eliminate hazards and minimize risks. These processes include:

- Safety inspections, audits, and job hazard analyses to identify potential risks.
- Use of protective equipment and safety protocols to eliminate hazards whenever possible.
- Assigning competent staff to oversee safety operations.
- Regular OSH training for all workers.
- Review of safety data by the ESS Manager to ensure process improvement, maintaining the quality of safety measures and the competency of those responsible for implementing them.

The results of these processes are evaluated to ensure continuous improvement of the OSH management system.

SSRLI has worked diligently to establish a safe and healthy working environment for all employees. It has developed a culture that encourages open communication and has implemented a reporting system to ensure that the employee feel comfortable and empowered to bring safety concerns to management's attention.

Team members can report concerns through a variety of channels, including supervisor, the safety team, or a formal reporting mechanism. Anonymous reporting is also available. These channels are protected from reprisals, ensuring that no one is penalized raising safety issues or expressing concerns.

Working in safe conditions is a fundamental right of every worker. Employees are encouraged to stop work and remove themselves from situations they believe to be unsafe. Whenever a worker refuses to

perform a dangerous task, no penalties are imposed, and all safety concerns are immediately investigated. Management also investigates all incidents, including near misses, and updates policies accordingly, taking corrective actions to prevent recurrence.

Occupational health services; Worker participation, consultation, and communication on occupational health and safety; and Worker training on occupational health and safety

403-3, 403-4, 403-5

PDP

For a detailed description of the subject, please refer to the 2023 SR.

Promotion of worker health

403-6



Fire Safety Protection Training held last April 5 and 12, 2024 with 33 PDP Employees

PDP

For a detailed description of the subject, please refer to the 2023 SR.

SSRLI/AMANPULO

Amanpulo provides an on-site clinic that is accessible to all individuals on the island, including regular employees, contractors, visiting consultants, and guests. The clinic is staffed by a physician and two nurses, available for walk-in consultation or any cases requiring emergency care.

All employees are required to attend an onboarding session at the clinic, where they are oriented on clinic services and policies. Additionally, new employees must undergo an onboarding assessment at the clinic before their first shift, or as scheduled by the HR Department.

The clinic is equipped to handle a wide range of medical cases. For cases requiring tertiary hospital care, referrals to a hospital in Manila are made. Regular employees are also covered by an HMO, which provide access to hospitalization and specialist care for chronic conditions. In case of emergency, the clinic coordinates medical evacuations and arranges hospital transfers.

In terms of wellness, the Resort organizes sports festivals twice a year, encouraging all interested employees with the physical capabilities to participate. Activities such as basketball, volleyball, tennis, badminton, darts, and table tennis are offered to promote health and physical activity. The Resort also regularly conduct lay forums on health education, with varying topics depending on current health trends, or awareness campaigns from health organizations. These forums are scheduled during off-hours or break times to encourage maximum attendance.

To further promote health awareness, the clinic maintains a bulletin board located in the employee cafeteria, which is regularly updated with important health information. For example, during the summer months, infographics on first-aid for heat related illnesses are displayed, offering guidelines on proper treatment.

Health related information, including pre-employment exam results, consultation records, and annual physical exam results, is securely stored on a separate computer, accessible only by the company physician. All health information is kept strictly confidential and shared only on a need-to-know basis. Employee diagnoses and health details are not disclosed to other employees, and coordination with the HMO is handled exclusively through the HR Department.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

403-7

For a detailed description of PDP's and SSRLI/Amanpulo's prevention and mitigation of OSH impacts directly linked by business relationships, please refer to the 2023 SR.

Workers covered by an occupational health and safety management system

403-8

PDP

PDP has an OSH system in place. Based on the data:

a. The total number of employees: 304

All 304 employees (100%) are covered by the occupational health and safety management system that has been internally audited and/or certified by an external party.

b. No workers under the control of PDP have been excluded from this system. However, 293 contractor workers are not covered as they are not under the control of PDP.

The data compilation is based on the headcount and employment status reported for the year 2024.

SSRLI/AMANPULO

For a detailed description on the subject, please refer to the 2022 SR.

Work-related injuries

403-9

PDP

	The number and rate of fatalities as a result of work-related injury;		The number and rate of high-consequence work-related injuries (excluding fatalities);		The number and rate of recordable work-related injuries;		The main types of work-related injury	The number of hours worked.
	Number	Rate	Number	Rate	Number	Rate		
a. For all employees:	0	0	0	0	0	0	N/A	691,458.62
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	-	-	-	-	-	-	-	-

The following work-related hazards pose a risk of high consequence injury:

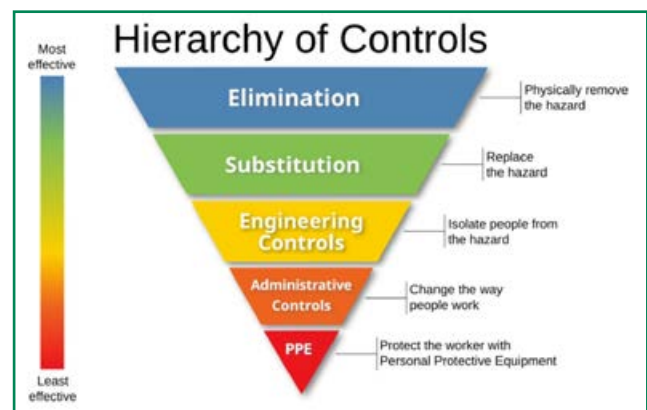
Unsafe Behavior:	Unsafe Condition:
<ul style="list-style-type: none"> Unsafe Lifting Practices Taking Shortcuts Operating Machinery Improperly Not Reporting Hazards Fatigue Frustration Rushing Complacency 	<ul style="list-style-type: none"> Poor Lighting Slippery or Wet Floors Unprotected Machinery Lack of Personal Protective Equipment (PPE) Exposed Electrical Wires Fire Hazards Chemical Exposure Ergonomic Hazards

The implementation Behavior-Based Safety (BBS) has led to the identification of the hazards outlined in the report. The safety procedures employed include task observation, reinforcement of safe behaviors, identification and correction of unsafe behaviors, all supported by positive feedback.

These actions taken -or currently underway- under the Potential Risk Detection program aim to eliminate work-related hazards and reduce risk, all while utilizing the hierarchy of controls to ensure the most effective approach is applied.

In Potential Risk Detection, employees are trained to identify hazards and assess risks in order to eliminate or reduce them within specific tasks or activities. Hazards contributing to high-consequence injuries are primarily due to failure to follow established safety procedures and not wearing appropriate protective gear. These behaviors were categorized as unsafe behaviors. Hazards that were not identified or promptly corrected were classified as unsafe conditions.

The hierarchy of controls was applied to determine the most effective measures for eliminating or minimizing risks associated with these behaviors. The actions taken to address these risks included Task Observation. In addition, to reduce unsafe behaviors, employees are encouraged to provide positive feedback to help correct unsafe actions.



SSRLI/AMANPULO

	i. The number and rate of fatalities as a result of work-related injury;		ii. The number and rate of high-consequence work-related injuries (excluding fatalities);		iii. The number and rate of recordable work-related injuries;		iv. The main types of work-related injury;	v. The number of hours worked.
RESPONSE								
	Number	Rate	Number	Rate	Number	Rate		
a. For all employees:	0	0	0	0	5	0.81	Contusions Burn Cut Puncture Wound	1,237,824.00
b. For all workers who are not employees but whose work and/ or workplace is controlled by the organization:	0	0	0	0	0	0	N/A	N/A

Work related ill-health

403-10

PDP

At PDP, work-related hazards that pose a risk of ill health, include body pain, chemical hazards and noise from various machineries.

These hazards were identified through the annual physical and medical examinations conducted on workers. During

this reporting period, none of the identified hazards have caused or contributed to any cases of ill-health.

	i. The number of fatalities as a result of work-related ill health;	ii. The number of cases of recordable work-related ill health;	iii. The main types of work-related ill health.
a. For all employees:	0	0	N/A
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	0	0	N/A

PDP has taken steps to correct and/or eliminate these hazards and minimize associated risks, applying the hierarchy of controls. For body pain, it has implemented proper ergonomics. To address chemical hazards, it enforces the strict use of masks. For noise hazards, noise insulation had been installed and the wearing of ear protection is required.

SSRLI/AMANPULO

	i. The number of fatalities as a result of work-related ill health;	ii. The number of cases of recordable work-related ill health;	iii. The main types of work-related ill health.
	RESPONSE		
a. For all employees	0	498	Rhinitis Musculoskeletal Pain Headache
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization	0	0	N/A

TRAINING AND EDUCATION 2016

404



Management of Material Topic

3-3

PDP

For a detailed description on how PDP manages the material topic Training and Education, please refer to the 2023 SR.

Process of engagement with stakeholders on the actions taken	Outcome
Feedback from Employees	The use of post-training feedback forms is a direct method of engaging with employees. Their responses provide valuable insights into the relevance, effectiveness, and areas for improvement of the training programs.
Performance Evaluations	Regular performance evaluations involve direct engagement with employees, allowing the organization to understand how the training has impacted their skills and productivity. This helps in preparing future training programs that are tailor made to better meet employee needs and organizational goals.
Training Needs Assessment	Engaging employees in the Training Needs Assessment process ensures that the training programs are aligned with their skills development needs and career aspirations. This stakeholder engagement is pivotal in designing training programs that are both relevant and effective.
Manner of informing whether the actions have been effective	Outcome
Feedback Analysis	The analysis of feedback gathered from employees post-training is used to assess the effectiveness of the training programs. This feedback provides a direct link between the training provided and the perceived value and impact from the employees' perspective.
Performance Metrics	Evaluating the performance metrics post-training involves understanding the direct impact of training on employees' work. This is a key indicator of the effectiveness of the training programs in enhancing skills and productivity.
Continuous Improvement Based on Feedback	The continuous evolution of training programs is driven by ongoing engagement with stakeholders. Feedback and performance evaluations highlight areas of success and those needing improvement, guiding the development of future training initiatives.



PDP holds monthly and quarterly assembly meetings with employees on a regularly basis. These meetings serve as a venue for both Management and employees to communicate and discuss issues that concerns both parties.

SSRLI/AMANPULO

When training programs are not inclusive or accessible, they can have both actual and potential negative impacts. For instance, they can lead to economic disparities within the workforce, excluding certain groups from opportunities. A lack of inclusion in training can perpetuate economic inequities, limiting the broader economic benefits for employees. To prevent resentment and tension within the workforce and the community, Amanpulo prioritizes hiring local talent. In line with this commitment, the Resort offers rigorous training programs to new hires, ensuring equal opportunities for all.

Resorts that fail to prioritize sustainability training for their employees may unintentionally contributing to environmental degradation. Without proper sustainability education, employees may lack awareness of environmental protections, potentially leading to unsustainable practices. These practices can include excessive resource consumption and increased waste generation, which negatively impact the environment.

On the other hand, hospitality companies with comprehensive training programs help improve their employees' skills sets, such as customer service and

operational efficiency, resulting in enhanced guest satisfaction. This, in turn, can attract more guests and drive positive economic growth. For example, Amanpulo provides communication and language training to its staff, which enhances the experience for international guests and fosters positive economic impacts. As the local workforce becomes more skilled, it creates opportunities for job growth and provides a boost to the local economy.

In the realm of sustainable hospitality, Amanpulo stands out as a pioneer. The resort not only provides comprehensive sustainability training for its staff, but has also integrated environmental sustainability into its curriculum. By educating employees on topics such as water conservation, waste reduction and management, and energy-saving measures, the Resort has successfully reduced water consumption, minimized waste output, and significantly improve its dining offerings. These efforts have attracted more guests and provided crucial support to local food suppliers. The Resort's success serves as an inspiration for other resorts to follow suit, potentially creating a ripple effect that enhances sustainability and reduces the environmental footprint of the entire area.

Amanpulo also offers valuable job training programs to local residents, enabling them to become regular employees based on their performance. These training programs ensure a pool of qualified trainees who can serve as backup staff during peak seasons or when the Resort reaches full capacity. The employees gain valuable experience, while the Resort benefits from trained workforce that ensures smooth operations. In addition, the Resort's partnership with local schools to create internship programs help foster positive community relationships and build goodwill. This approach demonstrated by Amanpulo's collaboration with a nearby local school to provide hands-on training to students, proves to be a successful model for community engagement and workforce development.

The Resort's association with negative consequences related to this material topic has been minimal. In addressing the environmental impact of its activities, it is important to note that the Resort's overall environmental footprint is relatively small. However, this does not mean that the Resort is without any negative impact. For example, the use of industrial-grade equipment, such as appliances, audio-visual systems, and lighting during training sessions, does contribute to energy consumption. While necessary for operations, the use of energy-intensive equipment increase energy usage and adds to the carbon footprint, which, over time, could contribute to environmental degradation.

Amanpulo actions to mitigate environmental issues are outlined below. These measures are designed to reduce our carbon footprint and ensure that Amanpulo remains a haven for environmentally conscious guests and partners:

- Invest in energy-efficient equipment, appliances, and audio-visual systems.

- Implement smart building systems to optimize energy use.
- Integrate renewable energy sources into the power grid.
- Incorporate training modules on sustainable practices.
- Implement waste reduction initiatives.
- Pursue environmental certifications.

The Resort had established a robust training and education program, making it a priority

for all employees to receive a comprehensive education. The goal is not only to equip employees with the necessary skills for their roles but also provide them with the knowledge and resources to continuously develop and improve those skills. The training program is an ongoing process. The time, effort, and investment dedicated to this program have resulted in a more efficient, knowledgeable, and empowered workforce, marking an important milestone for the Resort.

SSRLI/AMANPULO

Amanpulo's policies focus on:

Actions to prevent or mitigate potential negative impacts	Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	Actions to manage actual and potential positive impacts
<p>Ensure smooth employee onboarding training by :</p> <p>Complete Orientation Programs</p> <ul style="list-style-type: none"> ➤ Amanpulo ensures that all new employees go through a comprehensive orientation program, introducing them to the company's culture, values, and expectations. This helps in preventing misunderstandings and sets a positive tone at the start. <p>Regular Training Assessments</p> <ul style="list-style-type: none"> ➤ Amanpulo conducts regular assessments to identify any gaps in training or potential issues. This proactive approach helps in addressing issues before they escalate and ensures that all staff members are equipped with the necessary skills. <p>Access to Amanpulo intra-communication apps</p> <ul style="list-style-type: none"> ➤ This is to ensure that everyone stays informed and up to date with the latest information. This platform helps maintain clear and efficient communication across the organization. 	<p>Open Feedback Channels</p> <ul style="list-style-type: none"> ➤ Amanpulo establishes open channels for employees to provide feedback. If there are concerns or issues related to training, employees are encouraged to share them without fear of reprisal. This allows the management to promptly address any actual negative impacts. <p>Responsive Management</p> <ul style="list-style-type: none"> ➤ In case of any identified negative impacts, Amanpulo takes swift action to rectify the situation. This could involve additional training sessions, personalized coaching, or even revising certain training programs to better suit the needs of the employees. 	<p>Recognition and Rewards</p> <ul style="list-style-type: none"> ➤ Amanpulo has a robust system for recognizing and rewarding employees who demonstrate outstanding achievement in the area of training and development. This demonstrates the company's commitment to creating a positive corporate culture that encourages continuous improvement and recognizes the hard work of its valued staff members. These efforts not only provide motivation for employees, but they also benefit Amanpulo by attracting and retaining talented and skilled staff for future leadership roles. <p>In two specific instances, this system was especially effective.</p> <ul style="list-style-type: none"> ➤ Situation 1: When a staff member identified a gap in training during a regular assessment, Amanpulo responded immediately with a targeted workshop, or one-on-one training, to address the problem. ➤ Situation 2: In response to employee feedback, Amanpulo revised its customer service training program to incorporate more real-life situations and practical advice. This resulted in a significant improvement in guest satisfaction scores, thus demonstrating the importance of taking employee feedback seriously and providing consistent, quality training. <p>Career Development Plans</p> <ul style="list-style-type: none"> ➤ Amanpulo provides personalized career development plans for its employees, helping them see a clear path for growth within the organization. This not only benefits the employees but also ensures a pool of skilled and motivated individuals for future leadership positions.

Amanpulo's policies focus on:

Processes used to track the effectiveness of the actions	Goals, targets, and indicators used to evaluate progress	The effectiveness of the actions, including progress toward the goals and targets	Lessons learned and how these have been incorporated into the organization's operational policies and procedures
Customer Service Skills Enhancement	<p>Improve customer satisfaction scores by 15%</p> <ul style="list-style-type: none"> • Average customer satisfaction score in surveys. • Number of positive customer feedback instances. • Actions Taken and Remediation. 	<p>Initiatives: Implemented customer service workshops, role-playing scenarios, and personalized coaching sessions.</p>	<p>The introduction of practical training and personalized coaching positively impacted staff's customer service skills.</p> <p>Remediation processes included additional one-on-one coaching for specific staff members identified through customer feedback.</p>
Employee Well-being and Engagement	<p>Achieve a 10% increase in employee engagement</p> <ul style="list-style-type: none"> • Employee engagement survey scores. • Employee turnover rates. • Actions Taken and Remediation. 	<p>The focus on holistic well-being and proactive measures to address concerns contributed to the positive change.</p> <p>Remediation processes included additional well-being workshops and personalized support for employees expressing dissatisfaction.</p>	<p>This moves effectively Introduced wellness programs, mental health support initiatives, and stay interviews.</p>
Leadership Development	<p>Ensure 20% of mid-level managers complete leadership development programs</p> <ul style="list-style-type: none"> • Percentage of mid-level managers completing programs. • Leadership effectiveness assessments. 	<ul style="list-style-type: none"> • IT effectively Integrated leadership training as a continuous element in career development plans ensuring sustained growth. • Remediation processes included ongoing mentorship for mid-level managers to apply their leadership skills in real-world scenarios. 	<ul style="list-style-type: none"> • The Incorporation of leadership development programs into career development plans proved to be pivotal for an organization's success. • Maintained an open and accessible grievance mechanism for employees and guests. • Conducted regular feedback sessions to identify concerns related to training and development initiatives.

Engagement with stakeholders:

Process of engagement with stakeholders on the actions taken	Outcome and lessons learned
Community forums	<ul style="list-style-type: none"> People can openly share their opinions and experiences. Stakeholder concerns and preferences should be identified through systematic analyses of feedback.
Pre-stay communication with guests	<ul style="list-style-type: none"> Stakeholders are invited to share their concerns and suggestions in pre-stay communications with guests. Feedback is carefully analyzed, and if any issues persist or new concerns arise, Amanpulo makes adjustments to the remediation plan accordingly. This iterative process ensures ongoing responsiveness to stakeholder needs.
Collaborative Decision-Making with Employees	<ul style="list-style-type: none"> The Resort's internal communication channels are actively used. Meetings and forums are organized to find mutually agreeable solutions.
Consultation with Experts	<ul style="list-style-type: none"> As needed, formulate a tailored remediation plan to address any issues.
Feedback Collection	<ul style="list-style-type: none"> The Resort implemented procedures to enhance communication with both employees and customers, to better identify their specific needs, to create an even better guest experience, and to make the working environment for associates more fulfilling. It was an exercise in continuous improvement. To gather feedback, a variety of methods were utilized. Surveys and several community meetings were hosted to solicit input from guests and employees. Suggestion boxes were set up around the Resort where anyone could submit their ideas or concerns. The efforts to collect feedback generated responses that revealed the strengths of the Resort and areas that could be improved. The valuable suggestions received from stakeholders were incorporated into operational policies. The Resort was not only able to immediately address any immediate concerns but it also strengthened its relationships with its stakeholders and fostered a culture of continuous improvement.



Chemical Safety Training conducted by PDP.

Average hours of training per year per employee

404-1

PDP

a. Number of training hours per employee category

Employee Category	No. of Employees		Number of Training Hours	
	2024		2024	
	Male	Female	Male	Female
Senior Management / Department Directors	3	1	96	8
Middle Management / Managerial	5	1	135	44
Administrative	16	8	352	68
Technical	29	17	624	392
Production	203	0	64	0
Others, specify				
Total no. of employees	256	27	1271	512

b. Total No. of Training Per Gender and Category

Period Category	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
By Employee Category						
Senior Mgmt./Dept. Directors	9	2	2	3	7	2
Middle Mgmt./Managerial	13	6	8	0	3	0
Administrative	27	9	8	10	30	14
Technical	42	26	21	14	11	6
Production	19	0	13	0	15	0
Others, specify						

c. Average training hours by gender and by employee category

Period Covered	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
By Employee Category						
Senior Mgmt./Dept. Directors	10.67	4	292.00	8.00	7.29	7.50
Middle Mgmt./Managerial	10.38	7.33	21.00	0.00	11.67	0.00
Administrative	13.06	7.56	84.50	45.15	14.18	10.50
Technical	14.86	15.08	47.56	20.00	15.33	12.79
Production	3.36		1.07	0.00	1.07	0.00
Others, specify						
Average Total	10.47	8.50	446.13	73.15	49.53	30.79

The formula used to calculate the Average Training Hours is: **Total No. of training hours / No. of Training.**

AMANPULO

a. Number of training hours per gender per employee category

Employee Category	Number of Employees		Number of Training Hours	
	2024		2024	
	Male	Female	Male	Female
Senior Management/Dept. Directors	23.04	14.74	1,290	350
Middle Management/ Managerial	27.58	33.7	1,550	800
Administrative	22.29	20.15	1,250	500
Technical	30.71	22.37	1,810	650
Production	52.5	71.1	2,879.50	948
Others, specify:				
Total no. of employees per gender	276	102	8,779.50	3,248
Total Employees	378			
Total No. of Training Hours			12,027,50	
Average Training Hour Per Employee (formula guidance of computation above)			31.81 hours per employee	

b. Average training hours by gender and by employee category

Employee Category	AVERAGE HOURS of training undertaken			
	2024		2023	
	Male	Female	Male	Female
Senior Management/Department Directors	23.04	14.74	19.44	8
Middle Management/Managerial	27.58	33.7	22.43	25.71
Administrative	22.29	20.15	16.22	16
Technical	30.71	22.37	17.48	14.97
Production	52.5	71.1	25.75	22.91
Total no. of employees per gender	276	102	237	82
Total no. of employees	378		319	
Total Training Hours	12,027,50		8,086.73	
Average Training Hour Per Employee (formula guidance of computation above)	31.81 hours per employee		18.891 hours per employee	

Programs for upgrading employee skills and transition assistance programs

404-2

PDP

For a detailed description on PDP's programs for upgrading employee skills and transition assistance programs, please refer to the 2023 SR.

SSRLI / AMANPULO

Amanpulo provides comprehensive training programs for employees. Some of these programs are delivered internally, while others are offered externally. In addition, financial assistance is provided for employees pursuing external training or education that enhances their roles within the organization. Sabbatical periods are also available, allowing employees to engage in self-directed learning or professional development while retaining their position with the company. These initiatives are designed to foster continuous learning and personal growth.

Recognizing that employees are the greatest assets, Amanpulo is committed to ensuring that individuals receive the necessary support for a successful and fulfilling career path, whatever that may be. As part of a commitment to employee well-being, robust transition assistance programs are offered for significant career transitions, including retirement or termination of employment. These programs may include pre-retirement planning services, offering employees the resources and guidance necessary for a smooth transition into retirement. For those who wish to continue working, retraining opportunities are provided to help acquire new skills and stay aligned with the evolving demands of the industry.

Termination, while an inevitable part of professional life, is handled with care and respect. In the



In 2024, Amanpulo, in partnership with nearby educational institutions—particularly DepEd Manamoc and Palawan State University-Cuyo—successfully facilitated on-the-job immersion programs for both high school students from Manamoc and college students from Palawan State University.

event of termination, a fair and comprehensive severance pay structure is offered, taking into account factors such as age and years of service. Job placement services are extended to assist with re-entry into the workforce, and where applicable, transition assistance, including training and counseling, is available to ensure a holistic approach to career transitions.

Through these programs, Amanpulo not only facilitates opportunities for upskilling and reskilling but also fosters a supportive and inclusive environment that recognizes and addresses the various stages of employees' professional journeys. The effectiveness of these initiatives is regularly assessed, with a commitment to continuously improving employee development and transition assistance efforts.

Percentage of employees receiving regular performance and career development reviews

404-3

PDP

a. Percentage of total employees by gender and by employee category who received a regular performance review

Employee Category	Percentage of total employees by gender and by employee category who received a regular performance review											
	2024				2023				2022			
	Male		Female		Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Management / Department Directors	4	1.32	1	0.33	4	1.36	1	0.34	4	1.39	1	0.35
Middle Management / Managerial	10	3.29	2	0.66	9	3.06	0	0	8	2.79	1	0.35
Administrative	66	21.71	34	11.18	67	13.94	29	6.80	62	14.29	33	6.62
Technical	40	13.16	19	6.25	41	22.79	20	9.86	41	21.60	19	11.5
Production	128	42.11	0	0	123	41.84	0	0	118	41.11	0	0
Others												
Total no. of employees	248	81.58	56	18.42	244	83	50	17	233	81.18	54	18.82

b. Percentage of total employees by gender and by employee category who received a career development review

Employee Category	Percentage of total employees by gender and by employee category who received a career development review											
	2024				2023				2022			
	Male		Female		Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Senior Management / Department Directors	4	1.70	1	2.0	4	1.78	1	2.13	4	1.78	1	2.17
Middle Management / Managerial	9	3.83	2	4.1	9	4.00		0.00	8	3.56	1	2.17
Administrative	66	28.09	28	57.1	62	27.56	27	57.45	61	27.11	27	58.70
Technical	38	16.17	18	36.7	33	14.67	19	40.43	35	15.56	17	36.96
Production	118	50.21	0	0	117	52.00	0	0.00	117	52.00	0	0.00
Others	0	0.00	0	0	0	0.00	0	0.00	0	0.00	0	0.00
Total no. of employees	235	100	49	100	225	100	47	100	225	100	46	100.00

SSRLI/AMANPULO

a. Percentage of total employees by gender and by employee category who received a regular performance review

	Percentage of total employees by gender and by employee category who received a regular performance review											
Employee Category	2024				2023				2022			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	%	%	No.	No.	%	%	No.	No.	%	%
Senior Mgmt./Dept. Directors	6	4	2.17%	3.92%	3	1	1%	1%	5	1.47%	3	0.88%
Middle Mgmt./Managerial	22	20	7.97%	19.61%	19	14	8%	17%	39	11.44%	28	8.21%
Administrative	35	17	12.68%	16.67%	53	2	22%	3%	58	17.01%	1	0.29 %
Technical	44	2	15.94%	1.96%	16	9	7%	11%	22	6.45%	8	2.35%
Production	169	59	61.23%	57.84%	146	56	62%	68%	124	36.36%	53	15.54%
Total no. of employees	276	102	100%	100%	237	82	100%	100%	248	73.73%	93	27.27%

b. Percentage of total employees by gender and by employee category who received a career development review

	Percentage of total employees by gender and by employee category who received a career development review											
Employee Category	2024				2023				2022			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	%	%	No.	No.	%	%	No.	No.	%	%
Senior Mgmt./Dept. Directors	1	-	12%	-	-	-	-	-	2	29%	-	-
Middle Mgmt./Managerial	-	1	-	12%	2	2	25%	28.6%	2	4%	1	3%
Administrative	-	-	-	-	1	-	12.5%	-	4	50%	2	25%
Technical	-	-	-	-	1	-	12.5%	-	2	4%	1	100%
Production	8	3	88%	88%	4	5	50%	71.40%	3	2%	1	1%
Total no. of employees	9	4	100%	100%	8	7	100%	100%	13	5		

The formula used to determine the percentage is: the number of employees based on gender and job level promoted for the year 2022 divided by the total number of employees based on gender and job level x 100.

During the reporting period, thirteen males and 5 female employees who underwent career development reviews were promoted to managerial and supervisory positions.

LOCAL COMMUNITIES 2016

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Management of material topics

3-3

SSRLI/AMANPULO

The operation of a business in any locale inevitably impacts the surrounding community, whether positively or negatively. Several potential and actual positive impacts have been identified, including job creation, which provides a sustainable labor pool, and supporting local small businesses by sourcing supplies and materials from them.

By working closely with local communities, schools, and governing bodies, it is possible to cultivate a partnership that extends beyond tourism. Collaborating with the community can foster innovation and sustainability. For instance, community-led initiatives, such as involving local artists to design resort grounds, can strengthen the community and enhance its economy. Partnering with local artisans and businesses allows resorts and hospitality enterprises to contribute to building more resilient communities.

The local community may also benefit from the company's training and educational programs. For example, offering instruction in sustainable

agriculture, renewable energy, and waste management can help empower local sectors. Furthermore, the company's commitment to preserving natural resources can extend to assisting local communities with environmental challenges. This might involve educating the community on environmental issues and encouraging actions to mitigate environmental degradation and combat climate change. In support of these efforts, the business can advocate for policies that promote environmental sustainability.

To further strengthen community relations, the company can collaborate with local groups to provide essential services, such as medical care, transportation, and social services.

As part of its commitment to the community, SSRLI maintains a strong partnership with both Manamoc Senior High School and ASF through the Senior High School program. This partnership ensures that local residents are informed of job opportunities, with the coordination of local barangay officials facilitating connections between community members and potential employment.

SSRLI upholds, as far as practicable, a policy of at least 40% to 50% of its workforce should be sourced from local communities. While this policy fosters a sustainable local workforce, it also presents some challenges. A homogeneous workforce, composed of individuals with similar backgrounds and characteristics, can promote cohesion and stability, but limit diversity and innovation. Furthermore, relying heavily on local talent may pose difficulties in meeting global standards of the hospitality industry, especially if local employees lack experience, exposure, or specialized skills. Given that the hospitality industry is constantly evolving, so too must its workforce.



Amanpulo's Christmas gift giving event.

SSRLI's policies focus on:

Actions to prevent or mitigate potential negative impacts	Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation	Actions to manage actual and potential positive impacts
<ul style="list-style-type: none"> • Training and development programs in local elementary and high schools equip students with essential skills, preparing them for future careers and fostering community growth and economic development. • Recruitment standards should strike a balance between sustainability and diversity, ensuring that hiring practices promote environmental responsibility while fostering a workforce enriched with diverse perspectives, experiences, and skills. 	<p>No actual negative impact has occurred to date.</p>	<ul style="list-style-type: none"> • Continuous innovation, investment in training, and the ability to stay competitive. • Immersion and on-the-job training programs offer hands-on experience, enabling young individuals to apply their skills in real-world settings while gaining practical knowledge and fostering professional growth.

Tracking the effectiveness of the actions taken:

Processes used to track the effectiveness of the actions	Goals, targets, and indicators used to evaluate progress	The effectiveness of the actions, including progress toward the goals and targets	Lessons learned and how these have been incorporated into the organization's operational policies and procedures;
<ul style="list-style-type: none"> • End of Program Evaluation <ul style="list-style-type: none"> ➢ Yearly senior high school immersion program ➢ Internship program for graduating college students 	<ul style="list-style-type: none"> • Supervisors conduct assessments at the end of the 10-day immersion and internship program to evaluate participant performance, growth, and areas for improvement. 	<ul style="list-style-type: none"> • Students who perform well are given the opportunity to work at the Resort, with some having already been offered regular employment. 	<ul style="list-style-type: none"> • The Resort is committed to monitoring the progress of students under the K-12 program and continuously supporting the local community by providing training that enhances the education of students, who serve as the primary talent pool.
<ul style="list-style-type: none"> • A monthly employee learning and development calendar is implemented, featuring online training platforms and effective monitoring to ensure active participation and progress. 	<ul style="list-style-type: none"> • An attendance sheet and role play are conducted in collaboration with HR, which assigns training to employees based on their specific needs. 	<ul style="list-style-type: none"> • Enhanced performance outcomes based on established performance indicators. 	<ul style="list-style-type: none"> • The Resort is committed to recruiting, nurturing, and developing local talent, ensuring a sustainable workforce.
<ul style="list-style-type: none"> • Manpower ratio monitoring tracks the proportion of locally hired employees compared those hired from outside the locality, ensuring a balance between supporting the local workforce and meeting organizational needs. 	<ul style="list-style-type: none"> • The proportion of locally hired employees to the total workforce should always exceed 50%. 	<ul style="list-style-type: none"> • Promoted employees undergo professional development to support their growth and advancement. 	<ul style="list-style-type: none"> • A strict mandate ensures that over 50% of the workforce is locally hired. Additionally, the minimum target percentage for local businesses as suppliers is set to strengthen support for the local economy. • A mandatory minimum number of annual local community education and skill development projects is set to foster continuous growth and empowerment within the community.

Stakeholders' Engagements:

Process of engagement with stakeholders on the actions taken	Outcome
Community Feedback	<ul style="list-style-type: none"> Feedback from local educators, community leaders, and local business has highlighted the need to develop training and development programs that align with local demand and student career goals. Input from local leaders and community members has emphasized the importance of prioritizing local employment to support the community's economic growth. Community feedback suggests that hiring locally has strengthened the relationship between the Resort and the local community. This strategy has also ensured that the workforce is well-acquainted with local needs and culture.
Employees Feedback	<ul style="list-style-type: none"> Local employees and community members have also contributed by highlighting the need for the organization to balance hiring locally with meeting specific skill requirements.
Performance Evaluations	<ul style="list-style-type: none"> The Resort has successfully integrated interns into the workforce, with many transitioning to regular employment. Providing feedback on the students' performance and their integration into the workforce ensures the program meets both educational goals and the Resort's staffing needs. Regular evaluations have shown that offering students real-world experience has led to positive outcomes for both the students and the organization.
Training Needs Assessment	<ul style="list-style-type: none"> Professional development plans are crucial for career growth. To assess their effectiveness, gathering feedback from employees at all levels of the organization is essential. The feedback ensures that the plans align with career growth needs, addresses skill gaps, and contribute to overall performance improvements. By regularly collecting information and soliciting feedback, the Resort can stay informed about the effectiveness of its programs. Open communication guarantees that the development plans meet both individual and organizational goals, fostering more efficient career advancement. Regular assessments ensure that the talent acquisition strategy continues to meet the Resort's operational requirements, while also supporting local employment goals.

Operations with local community engagement, impact assessments, and development programs

413-1

SSRLI/AMANPULO

	RESPONSE:
Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:	An estimated 80% of operations involve the local community, including: <ul style="list-style-type: none"> • Culinary ingredients • Boutique items • Food for staff cafeteria • Room amenities • Recreation experiences • Local manpower • Local suppliers
i. Social impact assessments, including gender impact assessments, based on participatory processes.	<ul style="list-style-type: none"> • Organize community meetings with a diverse range of local stakeholders, including women's groups, community leaders, and representatives from marginalized groups. • Provide gender-sensitive training and development opportunities. • Address changes in access to healthcare, education, or social services for women and girls.
ii. Environmental impact assessments and ongoing monitoring.	<ul style="list-style-type: none"> • Engage local community members, environmental organizations, and experts in the area to discuss potential environmental concerns • Wildlife and biodiversity monitoring • Waste management audits • Regular community meetings
iii. Public disclosure of results of environmental and social impact assessments.	<ul style="list-style-type: none"> • Community consultations • Stakeholders, including community leaders, members, and environmental organizations, are encouraged to ask questions and provide input. Their feedback is documented and taken into account in the final decision-making process.
iv. Local community development programs based on local communities' needs.	<ul style="list-style-type: none"> • Offering college scholarship to graduating high school students • Providing training opportunities to residents such as massage therapy training • Hosting speaking engagements by subject matter experts for the local community
v. Stakeholder engagement plans based on stakeholder mapping.	<ul style="list-style-type: none"> • Prioritize sourcing goods and services from local suppliers to support the local economy. • Organize regular meetings to ensure suppliers meet the projects' needs and timelines. • Hold meetings with local government officials to coordinate proposed projects involving the local community.



Amanpulo Clinic, located on Pamalican Island in Palawan, operates 24/7 to provide timely medical care to resort guests, employees, and residents from nearby island barangays, ensuring immediate treatment and support.



AMANPULO CLINIC:

Uplifting Community Health Services

Established in 1993, the Amanpulo Clinic on Pamalican Island was originally designed to provide first aid for guests and employees of the Resort, given its remote location and the lack of nearby medical facilities. However, as the neighboring islands of Manamoc, Concepcion, Algeciras, and the Quiniluban Group faced limited access to healthcare, the Clinic quickly evolved into a vital resource for local residents.

The Quiniluban Group of Islands, for example, is approximately three hours away from Cuyo Island's secondary hospital and six hours from the tertiary hospital in Culion - both only accessible by speedboat in calm weather. Due to these significant challenges, many local residents have turned to the Amanpulo Clinic for medical care. Although initially intended for Resort guests and employees only, and offering limited services, the Clinic has become an essential healthcare provider for the surrounding communities, supported by the Resort's strong partnership with Barangay Health

.....
"the Clinic has become an essential healthcare provider for the surrounding communities, supported by the Resort's strong partnership with Barangay Health Workers"
.....

Workers. These collaborations have also helped drive health awareness campaigns in local communities, and the Clinic's medical team occasionally travels to nearby islands to provide on-site care.

The Amanpulo Clinic is a prime example of how a strong partnership between an organization and the local community can evolve and thrive. What started as a first aid service for guests has grown into a vital healthcare resource offering essential medical care and, at times, emergency services to the neighboring islands.

Operations with significant actual and potential negative impacts on local communities

413-2

SSRLI/AMANPULO

Located on a geographically isolated island in northern Palawan, the Resorts is bordered by Manamoc Island on the southwest and the Quiniluban Group of Islands to the east. While the company has not identified any current or actual negative impacts on local communities, it has recognized a potential risk. This could arise if the local community becomes overly dependent on tourism generated by the Resort, making it vulnerable to external factors such as natural disasters, economic downturns, or pandemics. Additionally, while some locals benefit from employment opportunities, others may feel excluded from the economic advantages, potentially leading to social divisions and resentment and social tensions between the Resort and the community.

However, the vulnerability and risk to local communities from these potential negative impacts are minimal. This is due to factors such as the distance from the Resort's operations, the physical and economic isolation of the local community, and the state of socioeconomic infrastructure, including health and education systems.

On the other hand, no significant vulnerability or risk to local communities has been identified in relation to the Resort's operations, thanks to factors like the community's level of socioeconomic development, gender equality, social organization, and the strength and quality of local and national governance institutions.

As a major employer, the Resort has a positive impact on the local economy. It is important to note that the Resort's use of community resources is at or below average. In fact, the community benefits from the Resort's business by providing a local market for a variety of resources produced within the community.

The Resort does not have a significant negative impact on the environment, nor does it pose any potential risk. This is due to the Resort's location on an exclusive island, far from populated areas, which minimizes the intensity, severity, and scale of any environmental impact.

CUSTOMER PRIVACY 2016

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Management of Material Topic

3-3

For a detailed description on how the Anscor Group manages the material topic Customer Privacy, please refer to the 2023 SR.

Substantiated complaints concerning breaches of customer privacy and losses of customer data

418-1

The Company and the entities included in this report have not received any non-compliance complaints on data breach or data theft in accordance with the Data Privacy Act of 2012 (RA No. 10173).

CORPORATE SOCIAL RESPONSIBILITY

THE ANDRES SORIANO FOUNDATION, INC.



The 2024 Annual Health Caravan in Manamoc Island, one of the three islands where the annual medical mission was held.

In its 57th year as a social development institution, ASF continues to reflect the Anscor Group's enduring commitment to CSR, particularly in uplifting impoverished communities of the countryside across Luzon, the Visayas, and Mindanao. ASF's achievements stand as a testament to the organization's dedication to improving lives and fostering sustainable development in the Philippines.

Throughout its journey, ASF has remained steadfast in its mission to advance social equity, inclusiveness, environmental stewardship and economic growth. The Foundation has consistently worked toward building a more sustainable future for the communities it serves, ensuring that its programs continue to impact the lives of hundreds of families. The unwavering commitment to sustainability has guided ASF's initiatives, emphasizing the importance of aligning efforts with the national well-being.

This report highlights the key accomplishments for 2024, made possible through the vital support of the Anscor Group, continued collaborations with various institutions, the generous contributions of donors and sponsors, the cooperation of local communities, and the unwavering dedication of the ASF team.

Small Islands Sustainable Development Program

The Core Programs continued to be implemented in the 4th and 5th-class geographically isolated and disadvantaged island municipalities in Northeast Palawan.

A. HEALTH PROGRAM

The **15th Annual Health Caravan** was the flagship initiative of the Foundation during the period. The mission aimed to provide essential medical services to the islands' underserved population. Held in May 2024 across three island barangays, the Caravan saw the participation of 26 volunteer medical doctors from Manila, Puerto Princesa and Cuyo. A total of 3,641 medical and laboratory services were provided to 2,083 patients, with every patient receiving free over-the-counter and prescription medicines, as well as vitamins.

The organization's **Maternal and Child Health Program** further strengthened its **Supplemental Feeding Program** for children aged 1 to 6 years and the **First 1000 Days of a Baby** initiative by integrating small-scale backyard vegetable farming to promote sustainable nutrition practices.



Ten (10) of the 48 graduating SHS learners from Manamoc National High School who completed a 10-day, 80-hour immersion program at Amanpulo, gaining hands-on experience in various fields such as housekeeping, cookery, bread and pastry, carpentry, and food and beverage. This valuable opportunity helped enhance their skills and prepare them for future careers in the hospitality industry.

The feeding program benefited a total of 181 undernourished children, with 82% reaching a normal weight by year's end. Continued support is being provided to children still in the underweight category. The addition of fresh vegetables from their backyard gardens addresses immediate needs while also promoting long-term health and self-sufficiency.

A highlight of this year was the continuing implementation of the **"First 1000 Days of a Baby"** project. This initiative underscores the critical importance of good nutrition for healthy growth and development during the first two years of life. Targeting pregnant mothers, the program offers regular education on nutrition and self-care. In collaboration with barangay health centers, ASF also supplies milk, vitamins, and iodized salt to expectant mothers. The impact has been significant, with 20 mothers receiving support throughout their pregnancies, 14 of whom have successfully delivered normal, healthy babies.

To better support midwives and improve outcomes for newborns, ASF equipped 13 midwives from isolated island barangays with new mobile phones pre-installed with the **Safe Delivery App**, which functions without internet access. This app ensures midwives can provide safe and effective care during childbirth, even in remote areas.

Furthermore, ASF has provided access to potable water for nearly a thousand community members across two island communities. Through continuous technical guidance, ASF helps these communities manage their water systems, contributing to a reduction in waterborne diseases and improving overall public health.

B. EDUCATION

Through its **Adopt-a-School** project, ASF remains committed to ensuring that children in the island communities have access to quality education. The Foundation continues to support various initiatives, including:

- In line with the school's efforts to maintain a high standard of excellence, ASF **funded the annual repair** and maintenance of the senior high school (SHS) tech-voc facilities at Manamoc National High School, along with landscaping improvements around the facility. In addition, 48 senior high school learners at Manamoc National High School were given the opportunity to complete 80 hours of immersion at Amanpulo. This internship, relevant to the school's tech-voc track in hospitality services, not only satisfied a Department of Education graduation requirement but also provided the learners with valuable hands-on experience, helping them take an important step toward their future careers.
- **Supported 11 Tech-Voc scholars** enrolled at DualTech in Canlubang, Laguna, pursuing the Electro Mechanics Technology course. Five students graduated this year, including one who earned a bronze medal. The remaining students are either undergoing on-the-job training or on leave due to health reasons. These graduates are now part of the hiring pool for industrial firms.
- **Continuing support for 2 Academic Scholars:** One has graduated with honors in Culinary Arts from Atlas Culinary Institute, receiving awards for excellence and a gold medal in pastry arts. He is now a seasonal employee at Amanpulo. The



L-R: Ms. Lemia L. Simbulan, Executive Director, ASF; Regional Director Rodolfo Mariposque, DTI-MIMAROPA; Assistant Secretary Grace Baluyan, DTI; Mr. Andrés Soriano IV, Trustee, ASF during the Usufruct Agreement and Memorandum of Agreement signing at ASF Office in Pasay City.

other scholar is in his second year of studying Bachelor of Science in Education at Palawan State University.

- A partnership was recently established with TORM Philippines Education Foundation (TPEF), Inc., the CSR arm of TORM Shipping, a Denmark-based company with a Philippine Office. This collaboration commits to **supporting seven (7) college scholars** from the island communities starting in the school year 2025 – 2026.
- With the generous support of individual donors, the Foundation continued its tradition of helping small island communities. **Donations** included 732 reading books, 740 pairs of protective footwear from Crocs for health workers and preschoolers, a complete set of tables and chairs for the Concepcion Day Care Center, and various sets of school supplies for 576 daycare and kindergarten learners.

C. LIVELIHOOD

The program successfully equipped women weavers and local marketing cooperatives with **advanced technical training**, which lead to increased productivity in agriculture and handicrafts, meeting market demand. Over 100 weavers benefited from the training conducted across eight islands, significantly improving the

quality of the handicrafts produced. By the end of the year, the program generated total revenue of over P1 million, surpassing the initial target of P700,000.

On September 30, 2024, the Usufruct Agreement and Memorandum of Agreement were signed between DTI and ASF. This partnership, under DTI's **Shared Service Facility Project**, will provide six (6) handicraft machines, valued at over P3.0M million. These machines include: 1 lathe machine, 1 band saw, 1 engraving machine, 2 sewing machines, and 1 hat blocking machine for kids.

ASF's commitment to ensuring communities' food security led to the invitation of East-West Seed Company to conduct a **3-day agricultural technology training** for 35 vegetable farmers from Manamoc. The initiative aimed to enhance farming practices, resulting in over P230,000 worth of vegetables being harvested and sold. Over 3,000 kilograms of 21 crop varieties were harvested thanks to the training.

D. ENVIRONMENT

In 2024, the War on Plastics initiative, under its **Solid Waste Management Program**, shredded over 1,800 kg of single-use plastic waste, transforming it into valuable items such as bricks, tiles, hollow blocks, and planters.



2024 results of annual coral reef monitoring and fish count survey in Manamoc Island.

ASF's efforts in coastal resource management has yielded impressive results, with a 31% increase in fish count across 13 Marine Protected Areas (MPAs). This increase has been supported by the installation of rubble and mangrove rehabilitation, which resulted in the planting of 12,455 propagules, with a 42% survival rate.

In addition, **coastal clean-ups** mobilized 2,344 residents, who collected 4,373kg of non-biodegradable waste across 8 island barangays. Local Ocean Watch Groups (Bantay Dagat) also conducted **sea patrols and surveillance activities** totaling 15,861 hours, leading to 21 apprehensions related to illegal fishing activities.

E. CANCER CARE

In partnership with the UP-PGH Section of Medical Oncology and the Cancer Institute, ASF supports the **Medical Oncology Fellowship Training Program**, which provides training for six medical oncologists. This partnership is further strengthened through ongoing support from four pharmaceutical companies.

In addition, ASF continues to provide **chemotherapy maintenance medicines** to 203 indigent breast cancer patients, made possible through the generosity of individuals and corporate partners such as PDP.

F. DISASTER RELIEF RESPONSE

In November 2024, following the devastation caused by Typhoon Christine, ASF **adopted a community of 200 households** in Agoncillo, Batangas which had been severely impacted by the storm. Additionally, through a private entity recommended by the Angat Buhay Foundation, ASF contributed P100,000 pesos for a **relief operation** in Bicol.



ASF adopted a severely-hit barangay in Agoncillo, Batangas, affected by landslides and flooding caused by incessant rain, providing 200 families with donated basic household commodities. Pictured are two ASF personnel with a representative from the LGU of Agoncillo.

GRI CONTENT INDEX

102-55

STATEMENT OF USE

The A. Soriano Corporation (Anscor) and the entities included in this report have reported the information cited in this GRI content index for the period 01 January 2022 to 31 December 2022 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational Details	Page 1 & 6
	2-2 Entities included in the organization's sustainability reporting	Page 1 & 6
	2-3 Reporting period, frequency and contact point	Page 1 & 7; Inside back cover
	2-4 Restatements of Information	Page 7
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	2-10 Nomination and selection of the highest governance body	Page 17; For a detailed description of the nomination and selection, and Chair of the highest governance body of Anscor, please refer to the 2022 SR.
	2-11 Chair of the highest governance body	Page 17; For a detailed description of the nomination and selection, and Chair of the highest governance body of Anscor, please refer to the 2022 SR.
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 17; For a detailed description of the subject, please refer to the 2023 SR.
	2-13 Delegation of responsibility for managing impacts	Page 17; For a detailed description of the subject, please refer to the 2023 SR.
	2-14 Role of the highest governance body in sustainability reporting	Page 17; For a detailed description of the subject, please refer to the 2023 SR.
	2-15 Conflicts of interest	Page 17; For a detailed description of the subject, please refer to the 2023 SR.
	2-16 Communication of critical concerns	Page 17
	2-17 Collective knowledge of the highest governance body	Page 17
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	2-19 Remuneration Policies	Page 17
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GRI STANDARD	DISCLOSURE	LOCATION
	2-21 Annual total compensation ration	Page 17
	2-22 Statement on sustainable development strategy	Page 17
	2-23 Policy commitments	Page 18; For a detailed description of the Anscor Group's policy commitments, how these policies are embedded into the Group's practices, processes to remediate negative impacts, and mechanisms for seeking advice and raising concerns, please refer to the 2023 SR.
	2-24 Embedding policy commitments	Page 18; For a detailed description of the Anscor Group's policy commitments, how these policies are embedded into the Group's practices, processes to remediate negative impacts, and mechanisms for seeking advice and raising concerns, please refer to the 2023 SR.
	2-25 Processes to remediate negative impacts	Page 18; For a detailed description of the Anscor Group's policy commitments, how these policies are embedded into the Group's practices, processes to remediate negative impacts, and mechanisms for seeking advice and raising concerns, please refer to the 2023 SR.
	2-26 Mechanisms for seeking advice and raising concerns	Page 18; For a detailed description of the Anscor Group's policy commitments, how these policies are embedded into the Group's practices, processes to remediate negative impacts, and mechanisms for seeking advice and raising concerns, please refer to the 2023 SR.
	2-27 Compliance with laws and regulations	Page 18
	2-28 Membership associations	Page 18
	2-29 Approach to stakeholder engagement	Page 20; For a detailed description of the Anscor Group's approaches to stakeholder engagement, please refer to the 2023 SR.
	2-30 Collective bargaining agreements	Page 20

GRI STANDARD		DISCLOSURE	LOCATION
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics		Page 20; For a detailed description on how the Anscor Group determines material topics, please refer to the 2023 SR.
	3-2 List of material topics		Page 20
GRI 201: Economic Performance 2016			
GRI 3: Material Topics 2021	GRI 3-3 Management of Material Topics		Page 22; For a detailed description on how the Anscor Group manages the material topic of Economic Performance, please refer to the 2022 SR.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Page 22
	201-2 Financial implications and other risks and opportunities due to climate change		Page 23; For a detailed description of the financial implications and other risks and opportunities due to climate change for the Anscor Group, please refer to the 2022 SR.
	201-3 Defined benefit plan obligations and other retirement plans		Page 23; For a detailed description of the Anscor Group's defined benefit or retirement plan obligations, please refer to the 2022 SR.
	201-4 Financial assistance received from the government		Page 23
GRI 204: Procurement Practices 2016			
GRI 3: Material Topics 2021	GRI 3-3 Management of Material Topics		Page 24; For a detailed description on how the Anscor Group manages the material topic Procurement Practices, please refer to the 2023 SR.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Page 24
GRI 303: Water and Effluents 2018			
GRI 3: Material Topics 2021	GRI 3-3 Management of Material Topics		Page 26
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource		Page 28
	303-2 Management of water discharge-related impacts		Page 29
	303-3 Water withdrawal		Page 29
	303-4 Water discharge		Page 30
	303-5 Water consumption		Page 31
GRI 306: Waste 2020			
GRI 3: Material Topics 2021	3-3 Management of Material Topics		Page 32
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		Page 35
	306-2 Management of significant waste-related impacts		Page 36
	306-3 Waste generated		Page 36
	306-4 Waste diverted from disposal		Page 37 & 38
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GRI 401: Employment 2016			
GRI 3: Material Topics 2021	3-3 Management of Material Topics		Page 40
GRI 401: Employment 2016	401-1 New employee hire and employee turnover		Page 44
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Page 45
	401-3 Parental leave		Page 45
GRI 403: Occupational Health and Safety 2018			
GRI 3: Material Topics 2021	3-3 Management of Material Topics		Page 46
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		Page 49; For a detailed description of SSRLI's OSH management system, please refer to the 2023 SR.
	403-2 Hazard assessment, risk assessment, and incident investigation		Page 49
	403-3 Occupational health services		Page 50; For a detailed description of the subject, please refer to the 2023 SR.
	403-4 Worker participation, consultation, and communication on occupational health and safety		Page 50; For a detailed description of the subject, please refer to the 2023 SR.
	403-5 Worker training on occupational health and safety		Page 50; For a detailed description of the subject, please refer to the 2023 SR.
	403-6 Promotion on worker health		Page 50
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship		Page 51; For a detailed description of PDP's and SSRLI/Amanpulo's prevention and mitigation of OSH impacts directly linked by business relationships, please refer to the 2023 SR.
	403-8 Workers covered by occupational health and safety management system		Page 51; For a detailed description on the subject, please refer to the 2022 SR.
	403-9 Work-related injuries		Page 52
	403-10 Work-related ill health		Page 53
GRI 404: Training and Education 2016			
GRI 3: Material Topics 2021	3-3 Management of Material Topics		Page 54; For a detailed description on how PDP manages the material topic Training and Education, please refer to the 2023 SR.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Page 59
	404-2 Program for upgrading employee skills and transition assistance programs		Page 61; For a detailed description on PDP's programs for upgrading employee skills and transition assistance programs, please refer to the 2023 SR.
	404-3 Percentage of employees receiving regular performance and career development reviews		Page 62

GRI STANDARD		DISCLOSURE	LOCATION
GRI 413: Local communities 2016			
GRI 3: Material Topics 2021	GRI 3-3 Management of Material Topics		Page 64
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment, and development programs		Page 67
	413-2 Operations with significant actual and potential negative impacts on local communities		Page 69
GRI 418: Customer Privacy 2016			
GRI 3: Material Topics 2021	3-3 Management of Material Topics		Page 69; For a detailed description on how the Anscor Group manages the material topic Customer Privacy, please refer to the 2023 SR.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Page 69
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