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About the Company 102-1,102-3, 102-4, 102-5, 102-6, 102-7, 102-8





Subsidiaries in this Report 102-2, 102-6





Phelps Dodge Philippines Energy Products Corporation (PDP) is the leading integrated manufacturer of quality wires and cables in the country. Its product line is composed principally of copper-based wires and cables, and aluminum wires, cables and accessories.

It is a wholly owned subsidiary of the Company. Its main office is on the second floor, BCS Prime Building, 2297 Chino Roces Avenue Extension, Makati City, and its manufacturing plant is located in the Luisita Industrial Park, San Miguel, Tarlac City.

AMANPULO

Seven Seas Resorts and Leisure, Inc. (SSRLI) owns the world-renowned Amanpulo Resort. Anscor's holdings comprise 62% ownership of SSRLI. Managed by Aman, Amanpulo is located on an 89-hectare island called Pamalican in Cuyo, Palawan.



As the corporate social responsibility arm of the Company, The Andres Soriano Foundation, Inc. (ASF) improves the quality of life of assisted community partners and stakeholders. ASF provides equitable opportunities and resources through institutional and community development programs that are aligned with the national development agenda.

ASF's main office is located at the A. Soriano Aviation Hangar, Andrews Avenue, Pasay City. It has field offices in Barangays Manamoc and Cabigsing, both in Cuyo, and in Barangay Bancal, Agutaya, all in Palawan province.



■ Stakeholder Engagement

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

The Anscor Group values the significant contributions and guidance from various stakeholders in influencing the business and in shaping its approach to corporate social responsibility.

Listening to our stakeholders helps us understand what matters most to them. This engagement helps identify the sustainability related topics that are most relevant – or material – to our stakeholders and our business.

STAKEHOLDERS	KEY TOPICS/ CONCERNS & COMMITMENT FOR 2021	RESULTS OF COMMITMENT & ENGAGEMENT ACTIVITIES FOR 2021	COMMITMENT PLAN & ENGAGEMENT CHANNELS FOR 2022		
Shareholders/ Investors	Continuing effect of COVID-19 on financial returns and value of investments.	 Investments were adjusted and reallocated. Stockholders had continued trust in the Company. A virtual stockholders meeting was held for the safety of shareholders. Submission of required documents was allowed by email for most stock transfer activities. 	 Regularly review investment plans to achieve fair returns. Continue with virtual meeting and online transactions for convenience of stockholders. 		
Board of Directors	Continuing impact of COVID-19 on the business and welfare of employees.	 Businesses continued with limited disruptions or closures during the pandemic. Employees were kept safe with strict compliance with health and safety protocols. Meetings were held regularly for the companies to adjust to changing government policies on lockdowns and that companies were well prepared to meet the needs of its customers during reopenings after lockdowns. 	 Prepare budgets and business plans for each company that would take advantage of opportunities in a post-COVID-19 environment. Regular meetings, both virtual and face-to-face. 		

STAKEHOLDERS	KEY TOPICS/ CONCERNS & COMMITMENT FOR 2021	RESULTS OF COMMITMENT & ENGAGEMENT ACTIVITIES FOR 2021	COMMITMENT PLAN & ENGAGEMENT CHANNELS FOR 2022		
Customers	 Safety of resort guests. Availability of products, service quality and value to customers. Clients/customers' continued patronage of the company's products and services. 	 There was strict adherence to health protocols for the safety of guests. Occupancy rate increased during the year. Activities were conducted for continuous engagement such as: business reviews, checkpoint meetings, presentations and actual visits when possible. Virtual customer meetings were conducted via phone calls. 	 Increase the number of domestic and international guests/ clients and customers. Maintain the requirements on health protocols for the safety of guests. Increase sales and offer more products. Visit more dealers nationwide Increase sales via non-traditional methods such as or online selling platforms. 		
Suppliers/ Vendors - Slowdown of revenues and concerns about safety. - Limited availability of raw materials, items, machines and other essentials in business operations.		revenues and concerns about increased among suppliers and safety. Limited availability of raw materials, items, machines and other essentials in occupancy rate, revenues increased among suppliers and vendors as compared to the previous year. Improve quality and availability of mater supplies and services supplies and services ocmmunication cha			
Employees	Employee safety as they provide face-to-face service to Resort's guests. Partnership for continuous business operations.	 Weekly antigen testing and bimonthly RT-PCR tests were done. An isolation/ quarantine facility was constructed for local and Manila-hired employees before reporting for duty at the Resort. Employees found to be COVID-19 positive were provided with full support including tests, accommodation and food. Employee engagement activities were conducted virtually: general assemblies, safety shares and meetings. Employees with no access to computers attended the monthly general assemblies face to face while observing safety protocols. 	 Continue vigilance on the health and safety of employees and workers against COVID-19. Take action on issues and concerns of employees. Foster better management- employee relationship through constant dialogue and general staff/employees meetings. 		

STAKEHOLDERS	KEY TOPICS/ CONCERNS & COMMITMENT FOR 2021	RESULTS OF COMMITMENT & ENGAGEMENT ACTIVITIES FOR 2021	COMMITMENT PLAN & ENGAGEMENT CHANNELS FOR 2022
NGOs	A conduit/partner between the Company and the communities; Donors/ benefactors who help assisted communities; and Establish a partnership with an Environmental NGO interested to support the Resort in its marine biology conservation program.	 There was a virtual collaboration with three NGOs/civic organizations: Institute of Integrated Electrical Engineers, Habitat for Humanity and the ASF. These collaborations and partnerships helped public schools, indigent communities in Pasig City and supported employees in provinces affected by typhoon Odette. Company representatives virtually attended partnership meetings, project launching and/ or communicated through phone calls and emails. One Marketing staff member went to the event area to shoot videos. The Resort and the Large Marine Vertebrates Research Institute Philippines, Inc. (LAMAVE), a nonstock, non-profit NGO for marine biology conservation, began discussions in 2021 to jointly contribute generated data to the country's marine research and conservation efforts. 	 Continue established partnership with other NGOs with similar causes, share best practices in community development and engage in fund leveraging to implement community projects and activities. Work so that the partnership generates these outputs: a more comprehensive understanding of the biology, ecology and population of marine turtles and their connectivity in the Philippines and Southeast Asia, their nesting seasonality, and nesting success in the Resort. Gather conservation recommendations to enhance the Resort's management plan for Pamalican marine turtles.
Local Communities	 Source of possible employees, customers and suppliers of products and services. Continuous support of the host and assisted communities for their safety and health. 	 Local employment opportunities were made available even with limited face-to-face engagement with the communities. Supplying locally made products to the Resort provided income opportunities. COVID-19 vaccines were donated and helped the government achieve the desired immunity level in the community. Awareness was raised on the benefits of vaccination through house-to-house visits and small group sessions on health protocols. 	 Proactively engage assisted communities to continuously protect the environment, improve income sources particularly for women, increase awareness of safety and health, and support the needs of learners and public schools to prepare for face-to-face classes. Continue using engagement channels such as: face-to-face meetings, house-to-house visits and small group and focus group discussions.

STAKEHOLDERS	KEY TOPICS/ CONCERNS & COMMITMENT FOR 2021	RESULTS OF COMMITMENT & ENGAGEMENT ACTIVITIES FOR 2021	COMMITMENT PLAN & ENGAGEMENT CHANNELS FOR 2022		
		 Food packs and vitamins were provided during major lockdown periods. Environment protection initiatives continued particularly on repurposing plastic waste and marine protection. 			
Government	 Compliance with national and local laws and regulations particularly on health protocols. 	 Face-to-face engagement with various government entities was limited and only if physical presence is necessary. The preferred mode of engagement was still virtual. 	 Continue compliance with laws and regulations applicable to NGOs. Continue compliance with government requirements applicable to the business. 		
Industry	 Agreements with the government and representation of the wire manufacturers' various interests. 	Engagement continued with competitors to discuss industry issues virtually.	Continuous engagement with suppliers, markets, and competitors.		

Materiality Assessment

With the continued dynamic landscape of the pandemic on our business and society, we have led for a third year, an extensive materiality consultation to reassess our most material sustainability issues. Led by the Anscor Group's SR Management Team and involving external stakeholders and sustainability leaders from across the operations of our scope companies, in doing so, we refreshed our confidence in our existing sustainability topics.

This extended commitment to our initiatives enables the Group to deepen our impact and report on even greater progress.



The Sustainability Framework summarizes the Anscor Group's commitment to sustainability. It defines the Group's main focus on sustainability and its strategies, in alignment with the targets and impacts of the United Nations Sustainable Development Goals 2030 (UN SDGs).































ENVIRONMENT

Commitment: Responsible Environmental Stewardship (Water Efficiency, Waste Management)

- judicious and prudent use of resources
 enhanced ecosystem resilience and human well-being
- · compliance with Environmental Laws
- · continuous protection of terrestrial and marine resources
- efficient water use
- · Improved live coral cover and regeneration of mangrove forest patches

SOCIAL

Commitment:

Responsive Stakeholder Relationships (Employment, Health and Safety, Corporate Social Responsibility)

Target/Impact:

- · build loyalty of suppliers and contractors
- satisfied and happy customers and
- · appropriate access and equity in
- employment benefits
 committed and healthy employees
 reduced employee turnover
- increased productivity
- developed local communities
 empowered, self-sustained and healthy local communities

GOVERNANCE

Transparent, Accountable and Responsive (Environmental Compliance)

- Target/Impact:
 equitable and inclusive
 consensus-oriented and participative
- harmonious relationships with regulatory institutions
- compliance with laws and regulations
- quality assurance
 trusted brand
- retained customers and guests

ECONOMIC

Commitment:

Balanced and Inclusive Growth (Economic Performance, Supply Chain)

Target/Impact:

- build loyalty of suppliers and contractors
- · balanced and fair return of investment for stockholders
- · value-added products and services
- · repeat guests and customers
- · improved livelihood income of communities





























ADAPTING, WITH HOPE

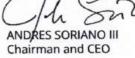
Two years into the pandemic has brought us back to our very core, as your Company tapped into its innate strengths and structures - its people, values, business fundamentals and partnerships. Most of all, as your Company moved through time and its challenges, it remained focused on its mission and purpose.

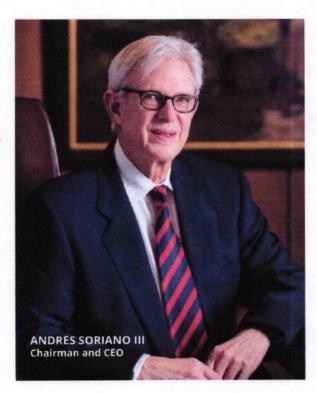
It is to the credit of the people in each of the companies that make up Anscor that we have weathered together the early uncertainties of COVID-19, adapted our operations in a timely manner and still fulfilled our commitments, never losing sight of both the strategic directions and the daily operational concerns.

Sustainability is not an add-on to business operations. Rather, it is part of who we are. We trust that your Company's response during the past year shows that despite limitations by the pandemic, carrying out economic, environment, social and governance commitments remained.

With vaccines in place and continued scientific studies to better the current health situation, the optimism of a renewed economy and a promise of a new national dispensation, we look forward to the year ahead with hope, together with all our stakeholders.

Thank you for your trust and confidence in Anscor, and for your continued support. It inspires us to always do our best.





Company Highlights



TRANSPARENCY & GOOD GOVERNANCE

- PDP is ISO 9001: 2015 Certified for its Standards on Compliance on its Quality Management System.
- SSRLI/Amanpulo is ISO 22000:2018 Certified for its Standards Compliance on its Food Safety Management System.



BALANCED & INCLUSIVE GROWTH

- The Company's balanced investment portfolio, consisting of operating and financial assets, its liquidity, and efficient operations continues to reward shareholders with steady income.
- Dividends paid to stockholders for 2021 amounted to P0.75 per share.
- The Company registered an increase in net income of P2.5 billion in 2021 compared to P165.6 million in 2020.



RESPONSIVE SOCIAL RELATIONSHIPS

 PDP is ISO 45001: 2018 - Certified (Updated from OHSAS 18001) on its Standards for Safety Compliance.



ENVIRONMENTAL STEWARDSHIP

- PDP and SSRLI/Amanpulo have not been involved in any environmental dispute nor have they been imposed with fines, or administrative or judicial sanctions in 2021.
- PDP is ISO 14001: 2015 Certified for its Standards on Environmental Compliance.



ANSCOR'S CORPORATE SOCIAL RESPONSIBILITY

The Andres Soriano Foundation, Inc.

- Collaborative partnerships were established with two government line agencies: the
 Department of Trade and Industry, and the Department of Science and Technology
 with the grant of P930,000 and P860,000 supporting ASF's Enterprise Development
 and Solid Waste Management initiatives, respectively.
- ASF continues to be a recognized and trusted NGO partner by government agencies, private sector and other civil society organizations.



AWARDS & RECOGNITIONS

PDP

Cited by the Department of Education Region III in partnership with the Institute of Integrated Electrical Engineering for PDP's involvement in the 2021 Brigada Eskwela program in Tarlac City.





Amanpulo (SSRLI)

- Cited as the "Best Ever Hotel Worldwide" in the January 2021 edition of the Gallivanter's Guide
- Awarded third place as the "Private Island of the Year" by Destination Deluxe
- Named "Asia's Leading Private Island Resort 2021" by the World Travel Awards
- Recognized as the Philippines' Leading Luxury Hotel Villa 2021
- Cited as the Philippines' Leading Private Island Resort 2021
- · Won as the "Philippines' Best Resort Spa 2021" in the World Spa Awards for the second consecutive year
- World's Top Hotels' Indagare Index 2021
- World's Leading Dive Resort 2021' World Travel Awards

ASF

- · Elected Committee Chair on Policy Review, Palawan Cluster of the Area-Based Standards Network (ABSNET) of the Department of Social Welfare and Development (DSWD)
- Elected Committee Chair on Membership, MIMAROPA Region of DSWD's ABSNET. The Southwestern Tagalog Region covers Mindoro Occidental, Mindoro Oriental, Marinduque, Romblon, and Palawan.
- Recognized as one of the seven remaining members of the 13 co-founders of the League of Corporate Foundations (LCF)
- Recognized as an active member of LCF at its 25th anniversary celebration
- Received from the Standards Bureau of the Department of Social Welfare and Development its renewed certifications for its Registration and License to Operate





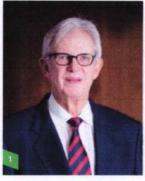


Transparency & Good Governance

GOVERNANCE STRUCTURE

102-18







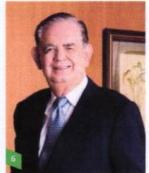














BOARD OF DIRECTORS

(For the period April 14, 2021 - April 20, 2022)

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

EDUARDO J. SORIANO** Vice Chairman

ERNEST K. CUYEGKENG 3

JOHNSON ROBERT G. GO, JR."

OSCAR J. HILADO*

JOSE C. IBAZETA"

ALFONSO S. YUCHENGCO III*

* Independent Directors of the Company

** Non-executive Directors of the Company

Executive Committee

Andres Soriano III Eduardo J. Soriano Oscar J. Hilado Ernest K. Cuyegkeng Jose C. Ibazeta

Chairman Vice Chairman Member Member Member

Audit Committee

Oscar J. Hilado Eduardo J. Soriano Jose C. Ibazeta

Chairman Member Member

Compensation Committee

Oscar J. Hilado Andres Soriano III Alfonso S. Yuchengco III Member

Chairman Member

Nomination Committee

Eduardo J. Soriano Oscar J. Hilado Alfonso S. Yuchengco III Member

Chairman Member

QUALITY ASSURANCE

102-11

PDP

Adhering to its "One-time Investment. Lifetime Protection." tagline, PDP is constantly improving its products. This corporate philosophy stems from PDP's deep understanding of the needs and requirements of its clients. It requires investment in research and high precision technology, training of its people and relentless upgrade of its systems and processes for lifetime protection

In 2021, PDP renewed its International Organization for Standardization (ISO) certifications, assuring its clients that product quality and sustainability are top priorities of the company.

CERTIFIED	ISO STANDARD
ISO 9001: 2015	Quality Management System
ISO 14001: 2015	Environmental Compliance
ISO 45001: 2018 (Updated from OHSAS 18001)	Safety Compliance (replaced the OHSAS 18001)
ISO 17025	Quality Assurance Laboratory

The results of the third-party ISO Audit held virtually on September 23 and 24, 2021 found six non-conformities across three ISO certifications: ISO 9001 Quality Management System, ISO 14001 Environmental Compliance and ISO 45001 Occupational Safety and Health. These nonconformities, which are all documentation issues are as follows:

ltem	Non-Conformities	ISO 9001 QUALITY	ISO ENVIRONMENTAL	ISO 45001 OSH
1	Corrective Action Clause 10.2 Production Process Engineering & others Customer Satisfaction Incident Reporting	1		1
2	Clause 6.1.2 EA/HIRAC Production/Production Planning			1
3	Clause 9.1.3 Customer Satisfaction	1		
4	Clause 6.2.1 of ISO 14001 and ISO 45001 Accounting		1	1
	Clause 6.1.3 Compliance Obligation			
5	Other Requirements on Health & Safety from interested parties like employees, communities, etc.			1
5	Corrective Action Clause 10.2	1		

The above issues were addressed resulting in PDP receiving its certifications.



In 2021, the lockdowns and quarantine restrictions limited the company's ability to conduct handson training and refresher courses for its people, resulting in an increase in customer complaints. With lesser restrictions in 2022, PDP will resume its face-to-face training sessions to improve its customer experience.

SSRLI

In 2021, Amanpulo received the coveted ISO 22000:2018 for Food Safety Management System (FSMS). The certification is a globally-recognized standard for obtaining an exceptional professional standard of preparing quality food and beverage products for guests and employees. This recognition exemplifies the Resort's reputation as a premier island resort hotel in the country.

The certification covers all of Amanpulo's purchased, stored, processed and point-of-service food and beverage products being served by the Resort.

To achieve an effective FSMS, sustained and consistent implementation, monitoring and evaluation were cascaded to all employees which has enabled the organization to:

- a) Plan, implement, operate, maintain and update effectively and efficiently its FSMS to provide products and services that are safe, in accordance with its intended use;
- b) Conform to its stated food safety policy by complying with applicable statutory and regulatory food safety requirements; and



c) Evaluate and assess mutually agreed customer food safety requirements, demonstrate conformity with them and communicate food safety issues to interested stakeholders within the food chain.

On food safety objectives, the Resort has its Hazard Analysis Critical Control Point plan and policies where it evaluates the effectiveness of its FSMS during regular Management Review. In case of feedback on food safety, there are immediate internal assessments and processes in place to analyze cases. This includes microbiological testing and supplier/vendor audit performance.

External audit and inspections by regulatory bodies also assess all conformities and non-conformities to standards and will recommend corrective action.

Management Review results in cost-effective measures preventing and/or reducing risks such as food safety.

COMPLIANCE WITH LAWS AND REGULATIONS





Environmental Compliance 103-1, 103-2, 103-3, 307-1











PDP

Customers are increasingly choosing products that are not only of high quality and safe, but also environmentally friendly.

PDP anchors its waste management system on the provisions of Republic Act (RA) No. 9003 or the Ecological Solid Waste Management Act of 2000 and RA No. 6969 or the Toxic Substances and Nuclear and Hazardous Wastes Control Act of 1990. In compliance with these environmental laws, PDP invested P0.7 million in 2021 to improve its waste collection facility resulting in more efficient waste segregation.

PDP successfully renewed and received its ISO 14001: 2015 Certification thereby assuring its stakeholders that the company follows international standards for an effective environmental management system.

PDP also secured a regulatory product-level compliance from the European Union's Restriction of Hazardous Substances (RoHS), also known as Directive 2002/95/EC, that restricts the use of specific hazardous materials found in electrical and electronic products.

For the covered period, PDP has not been involved in any environmental disputes, nor has it been fined nor imposed with any administrative or judicial sanction.





PDP's newly renovated Material Recovery Facility is where wastes are classified and segregated into hazardous or non-hazardous. The latter is further classified into recyclable or residual wastes.



SSRLI

Amanpulo's discerning guests value unique experiences that allow them to contribute to the health of the island's precious ecosystem.

To maintain its pristine surroundings, Amanpulo strictly adheres to laws and rules and regulations of various government regulatory bodies on environmental protection and customizes the Resort's offerings and services to minimize negative impacts to terrestrial and marine environments.

Amanpulo follows five basic Philippine environmental laws:

- Presidential Decree No. 1586 Environmental Impact Statement System
- RA No. 9003 Ecological Solid Waste Management Act of 2000
- RA No. 6969 Toxic Substances and Hazardous Wastes Control Act of 1990
- RA No. 8749 Philippine Clean Air Act of 1999
- · RA No. 9275 Philippine Clean Water Act of 2004.

Amanpulo's General Manager acts as the Chief Environmental Executive and works with the Resort's Pollution Control Officer to protect the island's environment.

The Resort complies with reportorial requirements on its environmental program and performance, which is reported quarterly. Water samples are periodically analyzed by an accredited third-party water testing laboratory. The volume of hazardous and non-hazardous wastes from Amanpulo's operations are monitored and assessed for its impact on the environment. These results are summarized into a Self-Monitoring Report regularly submitted to the Department of Environment and Natural Resources-Environmental Management Bureau (DENR-EMB).

Amanpulo has a Marine Conservation Program which shows its commitment to a sustainable future. The program is in line with RA No. 9147 or the Wildlife Resources Conservation and Protection Act which aims to conserve and protect wildlife species and their habitats.

The program has these components:

Key Result Area 1: ENVIRONMENT PROTECTION & MARINE BIODIVERSITY CONSERVATION

Amanpulo is committed to conserving marine biodiversity and protecting the many threatened species inhabiting the surrounding habitats. It has a two-pronged approach on environment protection.

Coral reef restoration

Building on last year's success, 40 more fish domes were constructed and deployed in 2021. A fish dome is an artificial reef structure made from limestone rocks and dead corals which becomes a new substrate for transplanted coral fragments to improve coral growth in depleted areas around Pamalican. It also provides a protective habitat for small reef fishes and invertebrates.

Coral Nursery Units consisting of coral fragments placed in the nursery are outplanted later to the house reef for better survival. The nursery has been established for the past two years and has very minimal effects on wild populations because it only houses stressed coral fragments detached from their colonies due to natural disturbances like typhoons or breakage brought about by strong waves or marine life. It has been the source of hundreds of fragments secured back to the house reef for the past six months.



Marine Turtle Protection

This year the Resort exceeded its target of 1,000 hatchlings with its collection of 3,304 eggs from 36 nests of 31 Green Sea Turtles and five Hawksbill Turtles compared to the previous year's 861 eggs from nine nests.

Of the 3,304 eggs, 2,352 hatchlings were released. This meant that the hatching and emergence success rates improved to 70% and 69%, respectively. There was zero mortality compared to the previous year's hatching success rate of 56% and emergence rate of 52% with 54% mortality. The Resort's monitoring tool was used in tracking the turtles' nests and the number of eggs hatched, emergence and mortality.

Improving the Pamalican Red List of Threatened Marine Species

Dugong dugon is on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species and was spotted at the southern tip of Pamalican Island last October 2021. Sightings of this gentle creature have been recorded in Pamalican every quarter since July 2021. With Amanpulo's biodiversity conservation program, more sightings of this species are expected to be recorded next year.

The endangered green sea turtle is one of the few animals that eat seagrass, keeping seagrass beds healthy by keeping them short and helping it grow across the sea floor rather than just getting longer grass blades. The Resort stays committed to understanding the sea turtle population which are the world's most mysterious and time-honored creatures that have existed for over 100 million years and generally support the overall health of the marine environment.

Key Result Area 2: STAKEHOLDER ENGAGEMENT

Amanpulo proactively engages with stakeholders to contribute positive impacts for the social, economic and environmental protection within the community where the Resort operates.







Local Community

Supporting the local community includes: promoting local culture, tapping local environmental knowledge and sharing best practices with the current development in local and international travels, and developing the natural richness of surrounding communities and potential ecotourism recreational activities.

However, due to the pandemic all ecotourism activities involving the local community were on hold in compliance with government restrictions.

Guests

Utilizing opportunities across the Resort to involve guests in hands-on information, education and communication (IEC) campaigns are essential for responsible tourism. One of the examples include involving guests as monitoring partners by submitting pictures of the wildlife they have encountered during their recreational activities such as snorkeling trips or sea turtle hatchlings release. This has enabled us to catch rare glimpses of notable wildlife such as sightings of "dugong" and Gray Spinner Dolphins.

To mitigate the growing destruction of natural habitats, fish feeding is controlled and discouraged and instead, natural and responsible interaction with marine wildlife is encouraged.

Fish feeding can result in negative unintentional consequences such as: impacting the species' unhealthy diet, disease, dependency on humans, aggressiveness and behavior leading to human-wildlife incidents, dominance of a few species and long-term reduced taxonomic richness, disrupting the delicate balance of the marine ecosystem and overgrowth of algae inhibiting coral growth.

Developing the Resort staff's volunteerism in responsible tourism made a difference in guests' participation. Involving the staff and raising awareness of the program including the basics about the Pawikan Protection Program increased the confidence of the staff to share their knowledge with guests. Some guests joined coral planting activities and releasing of sea turtle hatchlings. Staff volunteerism also helped construct fish domes and deploy it underwater.

Government, NGOs and Partners

Collaboration and joint activities with authorities and environmental organizations strengthen Amanpulo's commitment in protecting its natural resources.

The Resort and ASF jointly assess the reefs and share best environmental practices, resources and manpower for knowledge and skills transfer among partners.

ASF supports the biannual and seasonal reef assessments to conduct fish visual surveys, coral health and benthic community assessments. It provides trained and experienced staff and community partners/ surveyors, with materials and equipment for a weeklong reef survey. Ocular surveys and assessments are also conducted to further improve the Manamoc Marine Protected Area as well as joint IEC campaigns on environment protection for the community especially for schoolchildren.

Amanpulo and the Large Marine Vertebrates Research Institute Philippines, Inc. (LAMAVE), a non-stock, nonprofit NGO for marine biology conservation, began discussions in 2021 to jointly contribute generated data to the country's marine research and conservation efforts.

For 2022, the partnership is looking to achieve: a more comprehensive understanding of the biology, ecology and population of marine turtles and their connectivity in the Philippines and Southeast Asia, their nesting seasonality, and nesting success in the Resort. Conservation recommendations will enhance the Resort's management plan for Pamalican marine turtles.

Amanpulo has not been involved in any environmental disputes nor has it been imposed with fines, or administrative or judicial sanctions in 2021.

▶ Economic: Balanced & Inclusive Growth

102-45, 103-1, 103-2, 103-3, 201-1

2021 amounted to P0.75 per share.

8 **111**









The Anscor Group successfully weathered difficulties brought by the COVID-19 pandemic. The Company's balanced investment portfolio, consisting of operating and financial assets, generated a net income of P2.5 billion in 2021 compared to P165.6 million in 2020. This allowed the Company to reward shareholders with steady income. Total dividends paid to stockholders for

The Philippine Stock Market grew in 2021, resulting in higher values of financial assets while investment in private equity funds generated gains in 2021. These

resulted in higher direct economic value created or total revenues from P6.9 billion in 2020 to P11.4 billion in 2021 or an increase of 65%.

With improved revenues and profits, in 2021, taxes paid to the Government, and donations made through Anscor's corporate social responsibility arm, ASF, were correspondingly increased. Anscor looks forward to 2022 with optimism and our key subsidiaries are all positioned to benefit as the Philippines and the regional economies recover.

Direct Economic Value Generated and Distributed* (In Million Pesos)

	2021	2020	2019
Direct Economic Value Generated	11,354.1	6,883.7	10,695.4
Operating Costs	7,949.7	5,809.1	7,656.9
Employee Wages & Benefits	458.0	452.1	533.4
Dividends given to Stockholders and Interest Payment to Loan Providers	930.9	962.0	663.8
Taxes given to Government	471.1	364.2	484.6
Investment to Community	12.9	10.0	9.6
Direct Economic Value Distributed	9,822.6	7,597.4	9,348.3
Direct Economic Value Retained	1,531.5	-713.7	1,347.1

^{*}The data presented are derived from the Audited Consolidated Financial Statements of A. Soriano Corporation and its subsidiaries for 2021, in accordance with relevant Philippine Financial Reporting Standards and includes the following subsidiaries: A. Soriano Air Corporation, AFC Agribusiness Corporation, Anscor Consolidated Corporation, Anscor Holdings, Inc., Anscor International, Inc., Island Aviation, Inc., Minuet Realty Corporation, Pamalican Resort, Inc., PD Energy International Corporation, Phelps Dodge International Philippines, Inc., Phelps Dodge Philippines Energy Products Corporation, and Seven Seas Resorts and Leisure, Inc.

SUPPLY CHAIN

102-9









PDP

PDP's supplies, materials and services are sourced from both local and foreign suppliers who meet PDP's required standards and comply with the requirements of regulatory agencies of the government.

These procurements consist of raw materials such as rods, polyvinyl chloride (PVC), etc., that are directly related to its production, promotional materials under sales and marketing, MAS 500, a software on enterprise management solutions; internet service providers for the company's information technology (IT) systems, utility providers for electricity, building lease, forwarders; and service providers for janitorial, security and its labor cooperative. Total estimated value paid to 899 suppliers in 2021 amounted to P8.50 billion.

There were no significant changes in the organization in 2021. On the supply side of the operation, PDP increased its inventory of copper rods due to the lingering issues brought about by the congestion in Philippine ports.

Suppliers	2021	2020
Local	761 or 85%	260 or 76%
Foreign	138 or 15%	80 or 24%
TOTAL	899 / 100%	340 / 100%
Total Value Paid		
to Suppliers (in Billion Pesos)	8.50	6.02

SSRLI

Amanpulo's engagements and transactions with suppliers for goods and services include air charters, fuel and oil for power generators, laundry supplies, food and beverages, new bath items and linens, cleaning and medical supplies.

Amanpulo strictly adheres to government-mandated standards such as suppliers' legal documents as proof of legal existence, issuance of official receipts, proof of tax payment, and other requirements.

There was a notable increase by 181% of the total value paid to suppliers from P120.6 million in 2020 to P338.4 million in 2021. The increase in value was due to the physical improvement/constructions, repairs and maintenance of rooms and various facilities during the period.

While there was an increase in value paid to suppliers, a substantial decrease was noted in the number of domestic suppliers in 2021 by 28% to only 1,144 from 1,590 in 2020. The decrease in the number of suppliers was due to:

Sourcing for new suppliers was limited with the closure of many business establishments during the pandemic. Amanpulo utilized the remaining active suppliers for its needs. Several requirements were consolidated and awarded to suppliers (local) that were able to provide most of the needs of the Resort. While the pandemic still raged in 2021, the Resort operation is far better than 2020.

Item	2021	2020
Foreign Supplier	97	98
Domestic Supplier	1,144	1,590
Total No. of Suppliers	1,241	1,688
Total Value Paid to Suppliers (in Million Pesos)	338.38	120.60

















INFORMATION ON EMPLOYEES AND WORKERS

In 2021, the Anscor Group had a total of 969 employees, an increase of 2.3% from the previous year's 947.

Anscor had 29 employees, including employees of Anscor Holdings, Inc., the property unit of the Company. PDP's employee count increased slightly by 3.8% or a total of 514 from last year's 495 while Seven Seas/Amanpulo's employee count decreased from 411 employees to 407. ASF had 19 employees with one employee whose employment contract was completed during the year.



Distribution of Employees by Classification per Company

a. Distribution of Employees According to Position and Rank

	PARENT		GROUP			
POSITION CATEGORY	COMPANY	PDP SSRLI/Amanpulo		ASF	TOTAL	
Top Management	8	4	12	4	28	
Middle Management	2	9	37	3	51	
Supervisors	2	4	35	1	42	
Rank and File	17	497	323	11	848	
TOTAL	29	514	407	19	969	



b. Distribution of Employees by Employment Contract/by Gender

PERMANENT		TEMPO	Total		
Female	Male	Female	Male	Tutai	
13	16			29	
48	233	7	226	514	
81	253	20	53	407	
8	4	1	6	19	
150	506	28	285	969	
	Female 13 48 81 8	Female Male 13 16 48 233 81 253 8 4	Female Male Female 13 16 - 48 233 7 81 253 20 8 4 1	Female Male Female Male 13 16 - - 48 233 7 226 81 253 20 53 8 4 1 6	



c. Distribution of Employees by Contract/Region

Company		PERMANENT			TEMPORARY				Foreign	
	NCR	Luzon	Visayas	Mindanao	NCR	Luzon	Visayas	Mindanao	Country/ Expat	Total
Anscor	29			-		-		5.		29
PDP	55	217	5	4	9	224		-		514
SSRLI/Amanpulo	50	250	21	5	60	13		1	8	407
ASF	6	6	-	024	v	7	2	-	-	19
Total	140	473	26	9	69	244			8	969



d. Distribution of Employees by Employment Type/by Gender

	FULL TIME		PART TIME		
Company	Female	Male	Female	Male	Total
Anscor	15	14			29
PDP	55	459	-		514
SSRLI/Amanpulo	81	253	20	53	407
ASF	8	9 .	1	1	19
Total	159	735	21	54	969

The Anscor Group of companies each have an HR Department that implements its HR policies particularly, on hiring of employees using various available job portals, other online platforms and third-party contacts and referrals. The hiring process follows the standard norms of inperson initial and final interviews and written exams. Due to the pandemic, online interviews are the current practice taking into consideration the health and safety of applicants and employees of the Group.

Each company strictly follows the provisions of the Labor Code on the mandatory sixmonth probationary period for new hires. In the fifth month, the employee is evaluated using parameters for the job or the position for which the employee was hired. Passing the performance assessment means regular employment (be it permanent or project-based) but when the result of performance assessment is below standard, the employee is duly informed of the non-regularization or end of his or her employment. The HR Departments conducts annual performance evaluation to determine the employees' training needs, incentives and salary adjustments.

The Anscor Group engages contractors that supply manpower to perform non-core support services. These are in the areas of janitorial, messengerial and security services normally contracted to third parties that strictly comply with the Labor Code.

EMPLOYMENT

102-7, 103-1, 103-2, 103-3, 401-1, 401-2









PDP

As PDP operations gradually returned to normalcy after intermittent lockdowns, employees continued to be provided with free shuttle service, free weekly Antigen testing and monthly RT-PCR tests, and vaccinations for the basic two doses and the booster shot. These benefits are in addition to the mandatory benefits which the company strictly follows.

PDP does not have a collective bargaining agreement with its employees as there is no union. Instead, the company supports the employees' initiated Family Council or Labor-Management Council where employees' voices are heard.



PDP New Employee Hires

			Total	
		2021	2020	2019
	18 years old and below	0	0	0
	19-30 years old	22	11	24
By Age Group	31-40 years old	3	7	7
Group	41-50 years old	1	1	1
	51 years old and above	0	0	0
By Gender	Male	22	16	25
	Female	4	3	7
	NCR	5	2	7
	Central Luzon	12	14	25
	Region II	1	-	
	Region IV-A	4	2	0
By Region	Region V	1		
	Region VI	2		
	Region X		10	10
	Region XI	1	-	

In 2021, four new employees filled up four vacant positions due to resignations. Twenty other positions were either newly created positions or those still vacant. Most of the vacant positions were directly related to the plant operations while two others were for the Human Resources and Information Technology departments, respectively.

PDP Employee Turnover

			Total	
		2021	2020	2019
	18 years old and below	0	0	0
	19-30 years old	3	5	3
By Age Group	31-40 years old	2	1	2
Group	41-50 years old	12	2	12
	51 years old and above	0	0	0
D. C I	Male	8	6	8
By Gender	Female	9	2	9
	NCR	7	5	13
By Region	Central Luzon	5	3	4
	Region VI	1		
	Region XI	2		

Fifteen employees were separated from the company during the year due to retirement, completed service contract, resignation to transfer to another company near their residence, and non-regularization.

SSRLI

Amanpulo follows a standard hiring process: job posting, screening of candidates, two to three interviews with Managers/leaders, background checks; job offers and submission of pre-employment requirements before joining the company. Aside from government mandated benefits, Amanpulo also provides health maintenance coverage, accident and life insurance, retirement benefits, full board, flight benefits, service incentive leave, sick leave bank and share from the service charges at an average of P25,117 per month.

Amanpulo does not have a collective bargaining agreement with its employees as there is no union in the company. The company also had its own lockdown to ensure that its facilities were properly disinfected, its employees inoculated before opening to guests and that employees were well protected, especially those with direct engagement and interaction with guests. Amanpulo provided free regular antigen and RT-PCR tests to its employees. Before returning to work, employees and contractors are required to do a six-day quarantine. Six-day free board and lodging arrangements are given to each batch of employees who are due to report for work.



			Total	
		2021	2020	2019
	18 years old and below	0	0	0
	19-30 years old	10	16	23
By Age Group	31-40 years old	10	11	10
Group	41-50 years old	12	5	1
	51 years old and above	2	1	2
D. C I	Male	28	20	15
By Gender	Female	6	13	21
	NCR	24	17	31
By Region	Luzon-wide	10	12	4
	Expats		4	1

Most of the new hires replaced those from Engineering, Front Office and Kitchen who went back to their homes due to the lockdown and decided not to go back when the Resort was reopened.

Amanpulo Employee Turnover

			Total	
		2021	2020	2019
	18 years old and below	0	0	0
	19-30 years old	10	25	23
By Age Group	31-40 years old	32	28	25
	41-50 years old	17	4	1
	51 years old and above	10	4	3
	Male	56	38	17
By Gender	Female	13	23	35
	NCR	34	44	36
By Region	Luzon-wide	35	14	11
	Expats	0	3	5

Increase in employee turnover during the period was due to retirement and to the transfer of gardeners and groundskeepers or half of the total employees to a third-party landscaping company.

STAKEHOLDERS' HEALTH AND SAFETY

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









CONTINUING COVID-19 INITIATIVE

ANSCOR

Throughout 2021, Anscor continued to follow strict safety and health protocols at its office premises, adopting work from home arrangements for its employees and providing free shuttle services, face masks and alcohol, antigen testing and RT-PCR tests to its employees when necessary.

To protect the health and wellbeing of employees, the company provided free vaccinations to all 29 employees of Anscor. All employees are now fully vaccinated and all have availed of their booster shots. Anscor had 18 positive cases, with most having no or mild symptoms. None of the positive cases required hospitalization.

To improve air quality in its office premises, the Company procured air cleaners with High Efficiency Particulate Air (HEPA) filters and installed ultraviolet (UV) light in its air conditioning system.

PDP

PDP continued its initiatives to protect the employees and their families from the COVID-19 virus. Regular health screenings, shuttle services and Antigen/PCR tests were provided to employees for free. Ventilation of work spaces was improved with bigger windows and more intake and exhaust fans.

PDP invested P2.96 million in vaccines that were given free to employees, resulting in a 93% vaccination rate. Of the 502 employees, 348 (69%) were fully vaccinated, 121 (24%) partially vaccinated, 13 (3%) not yet vaccinated, and 20 (4%) were vaccine-hesitant. Out of 348 fully vaccinated employees, 317 had their vaccines from the government vaccination program and 31 used the company-supplied vaccines. There were 66 COVID-19 positive cases among the employees with one fatality.

AMANPULO

Amanpulo invested millions of pesos in taking care of its employees. It spent P4.08 million in vaccine procurement that included antigens and RT-PCR tests.

There were 1,484 antigen and 1,059 RT-PCR tests conducted with 458 employees fully vaccinated with 2 doses and 375 with a booster vaccine. Outside of Amanpulo's vaccination initiative, 118 of its employees were fully vaccinated under the government-led vaccination program.

The resort continues to require RT-PCR tests for incoming staff and arriving guests. Antigen testing of staff is occasionally requested by guests. RT-PCR tests or antigen tests are done on international travelers per request before leaving for their country of origin. A negative antigen test is still the minimum standard for individuals coming from neighboring islands to deliver goods or transport personnel to the Resort.

ASF

All 19 ASF employees have been fully vaccinated with seven availing of their booster shots. Also, the Foundation continuously provides free antigen/RT-PCR Tests and other medical supplies such as face masks, face shields, alcohol and PPEs used especially during field work activities.

During the period, four employees tested positive for COVID-19. There were no fatalities.

OCCUPATIONAL HEALTH AND SAFETY

TRAINING

PDP launched training programs to further hone the knowledge and skills of its employees in safety and health such as Fire Brigade Refresher, First Aiders Refresher, Occupational Safety and Health Modules 1 to 6, and Wellness for employees who worked from home.

The Awareness Training on ISO 45001:2018 was for an updated ISO Certification on Safety Compliance

replacing the OHSAS 18001. Thirteen training sessions were held attended by 815 employees. A total number of 1,707.5 hours were spent on these training sessions, compared to 814 hours in 2020.

The Auditors of the Department of Labor and Employment (DOLE) conducted a routine inspection at the PDP plant in Tarlac to check the company's level of compliance with the Occupational Health and Safety standards set by the government. A Notice of Compliance was issued on January 7, 2021.

SAFETY RECORD

There was no fatality recorded among PDP employees, whether regular or third-party employees for the covered period.

One incident was recorded in March 2021 of a machine operator who dislocated his right ankle and incurred hematoma on his right hip when he passed out due to low hemoglobin. Employees, especially those at the plant site, were advised to regularly visit the company's medical clinic for medical check-up, medical advice and medications.



2021 and 2020 Comparative Data

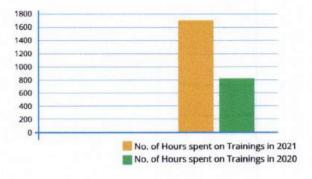
	Fatality occurrence		Incidence of high consequence work- related injury		Rate of high consequence work-related injury*	
	2021	2020	2021	2020	2021	2020
Work-related injuries						
a. Company Employees	0	0	1	1	1.77	1.77
b. Third-Party Workers	0	0	0	1	0	1.57
Work-related III Health						
c. Company Employees	0	0	0	0	0	0
d. Third-Party Workers	0	0	0	0	0	0

^{*} The rate of high-consequence work-related injuries (excluding fatalities) was calculated based on the following formula: 1 (incident)/565,902 (manhours) x 1,000,000 (hours worked). For third-party workers, the rate of high-consequence work-related injuries (excluding fatalities) was calculated based on the following formula: 1 (incident)/635,492 (man-hours) x 1,000,000 (hours worked).

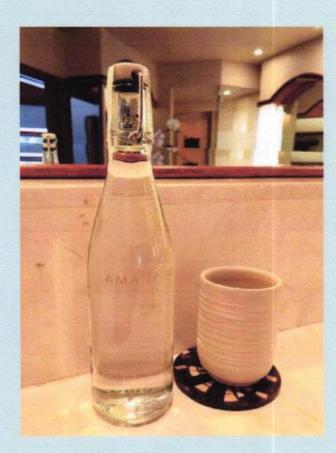
ISO CERTIFICATION

The plan of PDP to shift from OHSAS 18001 to ISO 45001: 2018 on Safety Compliance in 2021 was fully achieved.





WATER BOTTLING PROJECT AN UPDATE



Amanpulo affirmed its commitment to environmental protection with the development and installation of its water bottling facility. The Water Bottling Project aims to reduce the volume and eventually eliminate singleuse plastic waste from bottled mineral water. This will lessen Amanpulo's carbon footprint and result in an annual cost savings of approximately P1.1 million.

The water bottling facility of the resort is the first among all Aman properties and is only the seventh water bottling facility in operation for a resort/hotel in the Philippines.

The facility became operational on December 15, 2020. At the start of 2021, it fully served three restaurants (Phase 1), guests' rooms (Phase 2), the spa, and sports and recreation areas (Phase 3). Phases 4 and 5 will be implemented by 2022.

Amanpulo baseline data showed that in normal and regular operations, an average of 427,790 pieces of 350 mL single-use PET water bottles valued at P2.5 million become waste annually.

Despite several pandemic lockdowns during the year, the Resort helped save the environment by an estimated 255,275 PET bottles valued at P1.5 million. Once the business has fully recovered from the COVID-19 pandemic, it aims to decrease waste by 500,000 PET bottles for a cost-saving of approximately P2.9 million annually. The forecasted return on investment is 2.5 to 3 years.

Environment: Environmental Stewardship















WATER EFFICIENCY

103-1, 103-2, 103-3, 303-1, 303-2, 303-3, 303-4, 303-5











SSRLI

Amanpulo operates on an island where surface water is non-existent and ground water extraction destroys the island's ecological integrity. This led to the installation of a 1,450 cubic meter capacity desalination plant to draw Amanpulo's water needs from the sea. Based on studies conducted and through continued monitoring and assessment of the anticipated effects, there was no material impact associated in drawing water from the sea. This is also true when the effluents from the desalinated water are returned to the sea.

Water Withdrawal and Interactions with Water as a Shared Resource 303-1

Desalinated fresh water is used in all levels of Amanpulo's operation from supplying water to the guests' rooms, restaurants, kitchens, back of the house for laundry, swimming pools, cottages, offices and staff rooms. As a shared resource, management orients and reminds the staff on the importance of water as a resource.

The regulatory guidelines and policies under RA No. 9275 or the 2004 Philippine Clean Water Act govern Amanpulo's water use monitoring systems and procedures that includes water withdrawal, consumption and discharge. This requires regular calibration and documentation of installed water meters in its facilities.

Water Discharge and Managing Water Discharge Impact 303-2

A Pollution Control Officer does quarterly selfmonitoring to identify any water-related impacts. The report is submitted to DENR-EMB whose representatives validate it through an annual site monitoring visit. In addition, a DENR-accredited laboratory conducts water sampling analysis of water potability of desalinated water and sewerage system wastewater annually.

There are two major discharges of used water from Amanpulo's operation. First, is the effluent generated from the desalination process called brine water, and the second is the actual wastewater from resort operation.

Brine water is discharged back to the sea immediately after the desalination process. Based on the record and actual experience documented, no material negative impact was seen in the locations where the discharge was done.

On the wastewater from operations, all water discharge was directed to a wastewater treatment pond facility with a capacity of 0.5 mega liters per day. It then goes through three levels of treatment and only then, treated water is indirectly discharged to the ground to water plants and to dirt roads to prevent dust, especially during the peak summer season. Amanpulo's engineering department and other strategic units set water utilization targets annually as part of goal and objective setting for the overall operations.

The result of laboratory tests on desalinated potable water revealed that it has passed the standard as set forth by the RA No. 9275 otherwise known as the "Clean Water Act."

Further, the result of sampling analysis on untreated wastewater (influent) flowing into the STP showed a high value of "220 MPN/100 mL" which is normal for untreated wastewater while the treated wastewater

(effluent) flowing out from the STP and utilized for various uses showed a significant reduction in its value of "u <1.8 MPN/100 mL". This means that when in used, treated wastewater has a very minimal impact on the groundwater and marine of Pamalican Island.



2021 Potable Water Sampling Analysis - Desalinated Lab Sample ID: 21-13026-005

STANDARD PARAMETERS	METHOD	STANDARD	VALUES	RESULT
Escherichia coli Count	Multiple Tube Fermentation Technique	< 1.1 MPN/100 mL	< 1.1 MPN/100 mL	PASSED
Heterotrophic Plate Count	Pour Plate	< 500 CFU/mL a	<1 CFU/mL	PASSED
Thermotolerant (Fecal) Coliform Count	Multiple Tube Fermentation Technique	< 1.1 MPN/1 00 nrL .	< 1.1 MPN/100 mL	PASSED
Total Coliform Count	Multiple Tube Fermentation Technique	<'1.1 MPN/100 mL	< 1.1 MPN/l00 mL	PASSED
Technique	<1 1 MPN/100 mL a	< 1.1 MPN/100 mL	< 1.1 MPN/100 mL	PASSED

Sample Description/Condition: The sample is clear and received in a sterile bottle transported with ice. Sample was taken as a grab sample. References: Philippine National Standards for Drinking Water 2017



2021 Wastewater Sampling Analysis Table 1-A: Wastewater - STP influent Lab Sample ID 21-13026-002

STANDARD PARAMETERS	METHOD	RESULT
Thermotolerant (Fecal) Coliform Count	Multiple Tube Fermentation Technique	220 MPN/100 mL



2021 Wastewater Sampling Analysis Table 1-B: Wastewater - STP influent Lab Sample ID: 21-13026-001

STANDARD PARAMETERS	METHOD	RESULT
Thermotolerant (Fecal) Coliform Count	Multiple Tube Fermentation Technique	u <1.8 MPN/100 mL

Sample Description/Condition: The sample is turbid with chlorine-like odor and received in a sterile bottle transported with ice. Sample was taken as a grab sample.

References: Standard Methods for the Examination of Water and Wastewater (23rd ed. 2017)

Water Withdrawal by Source

2021 Total Seawater Withdrawal to produce fresh water



507 mega liters

a slight increase of 0.4% from previous year's 505 ML

Water Discharge by Destination 303-4

A. Seawater: Brinewater from Desalination

2021 Wastewater Discharge



304 mega liters an increase of 2% from previous year's 298 ML

B. Sewage Treatment Plant

2021 Water Discharge: Influent



80 megaliters

43% increase from previous year's 45 ML due to upsurge of in resort operation

2021 Water Discharge: Effluent from STP



57 megaliters

an increase of 44% from previous year's 32 ML

Water Consumption GRI 305

2021 Total Water Consumption



201 megaliters

17% higher than the 172 ML in 2020 and 4% increase from the consumption level of 192 ML in 2019

Guest room occupancy drives water consumption. There is a direct proportion between upsurge in guests and manpower requirements and vice versa. Increase in water consumption during the period was due to improved resort operation compared to 2020 when incessant COVID-19 lockdowns disrupted the operation.

Fresh water from seawater desalination only uses an 800-cubic meter water storage tank. No other sources of water and third-party suppliers were involved. There have been no identified areas with water stress and no significant water-related impact observed and recorded. There has been no change in water storage since 2019.

Data in this section follow Amanpulo's policies and procedures and are sourced from the water withdrawal and consumption monitoring file and reports during the period.

WASTE MANAGEMENT

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











PDP

PDP's core business requires it to be extremely vigilant and cautious particularly in waste management at the plant site to protect the quality of its products, and most especially since it values the safety and health of its plant's employees, the environment and the public.

Aside from anchoring its waste management system on the guidelines of RA No. 9003 or the Ecological Solid Waste Management Act, and RA No. 6969 on Hazardous Waste, PDP is an ISO 14001:2015-Certified company with a functional overall environmental management system. This includes enhanced environmental performance and full compliance with its obligations to achieve its environmental objectives.

Waste by Type and Disposal Method

With its increased wires, cables and accessories production, PDP generated an average of 90 metric tons (MT) of hazardous waste, a 28% increase from last year's 70 MT. PDP has an active contract with a DENRaccredited third-party company to treat and dispose of this waste to an accredited landfill facility.



On non-hazardous waste, the plant generated 961 MT of scrap copper wire, 40% higher compared to last year's 686 MT. Further, its scrap aluminum wires were greater at 87% with 97 MT compared to 52 MT from last year. Both scrap metals were disposed of through a contracted third party for recycling.

Non-hazardous and residual wastes composed of plastic, paper and other materials increased by 27% to 36 MT from 28 MT generated last year. These were brought to an accredited landfill facility by an accredited third-party treater.

Transport of Hazardous Waste

The amount of hazardous waste transported out of the plant and treated was 25 MT. This was brought to a government-accredited landfill facility by a contracted and DENR-accredited third-party treater as well. The amount of hazardous waste disposed of was significantly lower than the actual volume generated during the period.



The treatment and disposal process of the remaining waste was halted when the contracted treater relocated its treatment plant and had to re-apply with DENR-EMB for a new permit. PDP plans to get a new third-party contractor for 2022 whose facility is nearer to its plant.

PDP has not experienced any default from its disposal contractor. PDP's hazardous waste was neither imported nor exported during the period and has no recorded spill.

SSRLI

There are no human settlements or local residential areas in Pamalican Island. Due to its operation, the Resort produces non-hazardous and hazardous wastes that may have potential impacts within the property – both terrestrial and coastal areas which are the focus of this report.

To prevent any potential negative impacts, the company anchors its waste management system on the guidelines provided by RA No. 9003 or the Ecological Solid Waste Management Act and RA No. 6969 on Hazardous Waste. The DENR - EMB is the primary government regulatory agency that annually inspects Amanpulo's facilities.

Amanpulo protects its terrestrial and coastal environment from the potential impact of all waste products generated in and associated with its operations. Its goal is to efficiently and effectively manage its waste from the point of source to disposal. A Waste Management Plan is implemented by the Management Team headed by the Chief Environmental Officer with the two DENR-accredited Pollution Control Officers (PCOs) who underwent a rigid 40-hour PCO training course by a DENR-EMB-recognized training institution.

The PCOs regularly assess the effectiveness of the Amanpulo's waste management by ensuring:

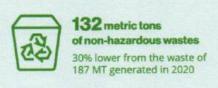
- Quarterly waste water sampling analysis through a qualified and accredited water testing laboratory, and submission of the quarterly Self-Monitoring Report (SMR) to the DENR-EMB.
- Full functionality of its Material Recovery Facility where various wastes are classified and segregated into hazardous and non-hazardous.
- Monitoring of the wastewater treatment facility or the sewage treatment plan that operates 24/7 to remove pollutants from sewage and transform it into an effluent that can be returned to the water cycle or directly reused with minimum impact on the environment. The company uses the treated water for ornamental plants watering and road watering.
- Quarterly potable water and wastewater sampling analysis.

DENR-EMB validates the reports through its annual monitoring and assessment of Amanpulo's facilities and has found no issues on the resort's waste management for the covered period.



All hazardous wastes such as used cooking oil from the Resort's restaurants, used oil from machines and generators including dry cell batteries, and wastes from the medical clinic are disposed regularly via a cargo ship to a DENR-EMB-authorized treater facility. Hazardous waste is neither imported or exported by the company nor treated onsite. These actions are fully documented in the quarterly SMR submitted to DENR-EMB.

At least 20% of used cooking oil was donated to ASF for its "War on Plastic" project as an ingredient in liquefying and repurposing single-use plastic waste to another product that will benefit local communities.



Of the 131.96 tons of non-hazardous waste generated, 53.08 tons were recycled and reused, 60 tons were used for composting and as fertilizer for the Resort's organic vegetable farm, and 18.08 tons were residual wastes. The latter were regularly transported out of the island along with hazardous waste to a DENR-EMBauthorized treater facility.



Spillage is prevented on site as all water and fuel tank-related facilities have bund walls. Also, both the Sewerage Treatment Plant and the Desalination Plant are fully equipped to manage proper processing of waste water and seawater production into potable water with reliable water distribution pipes.

GOING PAPERLESS A way forward to reducing the resort's carbon footprint

Going paperless helps reduce greenhouse gases such as carbon dioxide (CO.,) emissions. Cutting down a single tree can produce an estimated 17 reams of paper but simultaneously, felling one tree emits an approximately 110 lbs. of CO, into the atmosphere. Trees are considered nature's most efficient "carbon sinks." It is this characteristic that makes planting trees a form of climate change mitigation.

Amanpulo is moving towards a paperless-based operation to mitigate the impact of paper waste and the use of printer ink and electricity. First going paperless, which will mean using an iPad mini, a tablet and mobile phones, is its food management system via a digital platform called 1Auditor of a contracted company, Safety Culture. Implementation will be in two phases: first phase in March 2022 for the operation of the Resort and the next phase in June 2022 for the operation of the Villas.



Anscor's Corporate Social Responsibility 102-12, 103-1, 103-2, 103-3, 413-1



















THE ANDRES SORIANO FOUNDATION, INC.

ASF's work in northeastern Palawan continues to provide much needed support to island communities burdened by their geographic isolation and the adverse economic effects of the COVID-19 pandemic.

Through its Small Islands Program, the Foundation has extended developmental initiatives in health, livelihood, education, and environment so that the island communities remain empowered and sustainable. ASF also sustained its cancer management program, providing support to cancer patients and training health personnel through strong partnerships with stakeholders such as the UP-PGH Cancer Institute. In the midst of calamities, the Foundation also mobilized disaster relief efforts supporting the Anscor Group's employees and affected communities in Guimaras, Siargao and Palawan.

While the whole world grappled with the COVID-19 pandemic, the Foundation focused on protecting island communities from hazards to health and livelihood. Securing donations from partners both local and foreign, the Foundation rolled out successful information campaigns in island communities, helping to counter vaccine resistance and misinformation, and donating vaccines to achieve 70% herd immunity in Cuyo and Agutaya in Palawan. It also supplemented the vaccination program of local government units (LGUs) by donating and delivering additional vaccines to hard-to-reach island communities. Over P1.5 million was received from the Anscor Group, partners, and donors, which was used to provide food packs, vitamins, medications, antigen kits and gallons of alcohol and other disinfectants especially during lockdowns.

At the institutional level, ASF received at least P17.0 million in cash donation and grants from its regular and new donors. Following its succession plan, ASF was able to hire a second-line leader of the organization. In its program, its target is to be DSWD-accredited for its core programs, projects and services in 2022. It will also renew its Donee Institution status from the Bureau of Internal Revenue through the endorsement of the Philippine Council for NGO Certification to allow ASF's donors to receive tax incentives from the government.

SMALL ISLAND SUSTAINABLE **DEVELOPMENT PROGRAM**

Health

The pandemic drastically affected community health. Most affected were children from two to five years old, many of whom developed malnutrition.

The Foundation continued to support these children through its Supplementary Feeding Program, which despite setbacks in logistics due to the pandemic, still resulted in 46% recovery among beneficiaries. This meant that children were brought back to normal weight, with an improved nutritional status of 50% among those severely underweight.



Supplementary feeding beneficiaries partaking of their meals.

The "First 1,000 Days of a Child" project, which takes care of nutrition, prenatal care, and infancy of a child, was expanded to cover two more island barangays. Direct beneficiaries increased from 10 to 53, supplied with support for proper maternal nutrition through supplemental food, proper prenatal care, health information and post-natal care and nutrition.

Pre- and post-natal services provided by health center midwives were supported by health information accessed in the Safe Delivery App. Midwives and islandbased health workers continue to use the Safe Delivery App, a health technology solution introduced in 2017 by the ASF in partnership with Denmark's Maternity Foundation, for proper maternal and post-natal care.



Program staff transporting supplementary feeding items.



A beneficiary couple being oriented on the First 1,000 Days of the Baby Project under the Health and Nutrition Program.





A Supplemental Feeding Program beneficiary (left) and (above) a mother tending to her vegetable garden, a component of the Supplementary Feeding program.

Glaiza says that the project has been very helpful for her and her baby. Baby Azumi Nachie was born with normal weight and at the appropriate gestational age, in contrast to Glaiza's first child who weighed only 1.7 kg and was delivered prematurely.

Baby Azumi is currently receiving exclusive breastfeeding to which Glaiza attributes the child's quick weight gain and rapid growth. This was not observed in her three older children because she did not have enough breastmilk at the time. She notices that she now has more breastmilk as she was provided with vitamins during her pregnancy and they consistently consume fresh nutritious vegetables from the seeds given to their family as part of the initiative. Glaiza and her baby also have not had any illnesses and Baby Azumi is up-to-date with her vaccinations.





Glaiza during her delivery of Baby Azumi Nachie last December 2020 (top) and after three months (bottom).

Education

ASF's Adopt-A-School program funds the annual repair and maintenance and provision of additional supplies and equipment for the Senior High School Tech-Voc Laboratory facility of Manamoc National High School in Palawan. The facility enabled senior high school learners to meet their practicum requirements during the pandemic.



Senior High School learners use the facilities donated by the Foundation during their practicum.

In addition to ten technical-vocational scholargraduates, four more graduates are now regular employees of companies where they had their on-thejob training.

Two academic college scholars are completing their fourth year while a third scholar is in third year. Further, the Foundation supported the required school supplies of 244 kindergarten learners and 188 day care children from three local public elementary schools of Manamoc, Algeciras and Concepcion.



ASF and its partner-donor SHARE Foundation donated four units of gas ranges to the Senior High School.





(Top) Manamoc Elementary school principal, Glen Daculap and Kindergarten school teachers, and the school principal and teachers from Algeciras Elementary School (bottom) receive the donated school supplies for kindergarten learners from ASF through the generosity of several Amanpulo guests.

Livelihood

On-and-off lockdowns affected the livelihood of fishers and farmers in the islands. Sales of local products to the Resort became irregular. Aggregate sales of pork, chicken, fresh eggs, vegetables, and pandan native products dipped to P2.3 million compared to last year's P3.1 million.

This led the Foundation to support the Manamoc Marketing Cooperative to establish small market linkages with surrounding communities, resulting in sales of P1.1 million.

ASF received an in-kind donation of a P930,000 hatblocking machine (below) from the Department of Trade and Industry Region 4-B for local weavers to produce iron-pressed buri beach hats that are sold to the Resort. This was donated to increase the quality of the products which would impact positively on sales and increase income for the partner-beneficiaries.





Livelihood products in partner communities.



An abundance of fish has been noted in MPAs supported by the Foundation. This redounds to better fish catch of local fisherfolk.

Environment

Protection and conservation of the marine environment are foremost in the Foundation's development agenda. Live coral cover improved and the variety of fishes increased their presence in nine Marine Protected Areas (MPAs) of ASF partnercommunities. Based on reef check and fish count surveys conducted by the Foundation in cooperation with local partners, fish count has increased by more than 100% from previous years in some of the monitored MPAs.

A study conducted among fisherfolk in early 2021 showed a remarkable 66% increase in fish-catch observed from 2012 to 2021, attributed to the sustained management of MPAs. Seventy percent of fisher-respondents declared that fishing is a "highly sustainable" livelihood activity that supports most of their basic needs. This shows that environmental protection has direct tangible benefits to community members.



Local fish wardens and stakeholders monitor the Marine Protected Area of their community.

As part of coastal resource management, 12,750 mangrove seedlings were planted along the shorelines of six island communities, an improvement from last year's 12,578 seedlings. ASF's local partnercommunities are always active during mangroveplanting campaigns. Youth groups, the Philippine National Police, the Coast Guard and barangay officials joined Coastal Resource Management activities.

In partnership with the Foundation, the Department of Science and Technology (DOST) Region 4-B donated a plastic waste shredder and densifier machines to appropriately manage and repurpose plastic wastes. These machines had outputs ranging from hollow blocks to paving bricks, all useful and with great potential in construction projects in the local communities.

The Densifier Machine melts shredded plastic waste using recycled cooking oil provided by Amanpulo from its restaurant operation.



Mangrove forests have thrived through information campaigns and mangrove planting activities supported by the Foundation.



Aside from mangrove planting, the assisted communities also hold regular mangrove and coastal cleanup activities especially in September, the International Coastal Cleanup Month.



Plastic waste shredder and densifier machines donated by DOST.





Floor Tiles: Products from repurposing plastic waste

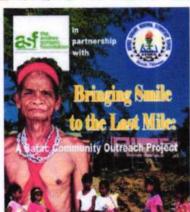


Continuous support is being provided to the **UP-PGH Cancer Institute** through partners' donations.



Turnover of laptops to the UP-PGH Cancer Institute





Relief food packs distributed to the Batac community in Roxas, Palawan after Typhoon Odette.

CANCER CARE PROGRAM

A partnership with six pharmaceutical companies continues to support eight medical fellows of Medical Oncology in UP-PGH to serve cancer patients in the Philippines.

With its commitment to support indigent patients with Stage 2 breast cancer, ASF released its annual support of P200,000 to the Cancer Institute for chemotherapy maintenance medicines of 53 breast cancer patients enrolled in the program.

Recognizing the changing landscape of healthcare with COVID-19, the Foundation provided the Cancer Institute with eight additional brand new laptop units in partnership with the Philam Foundation (now, AIA). This would ensure continuity of cancer services through online medical consultation with Cancer Institute Fellows.

DISASTER RELIEF RESPONSE PROGRAM & COVID-19 INITIATIVES

The Foundation was always on hand to provide assistance especially during calamities. It procured medical supplies and food packs for the community, supporting food requirements for 15 days. In Manamoc, 560 families received 10 kilos of rice and assorted food supplies including a box of Vitamin C with 100 tablets to improve immunity to the virus.

The devastating effects of Typhoon Odette were felt around the country a week before Christmas. Affected communities were plunged into darkness and disrepair during a time when they should have been celebrating the season.

To help alleviate some of the suffering of these communities, the ASF supported the relief operations of the parish in Nueva Valencia, Guimaras Province where coastal areas were affected by storm surges. Support was also extended to affected families in Palawan, particularly in the capital city of Puerto Princesa. In Roxas, Palawan, relief packages were distributed to two communities with 97 families of the indigenous Batac Tribe, whose isolated location left them cut off from many other aid efforts. ASF also provided funding assistance to several Anscor Group employees and their families who lost their houses and livelihood.



ASF's partner, Nueva Valencia Parish Volunteers in Guimaras Province distribute relief food packs to over 200 families affected by Typhoon Odette.

PDP Community Outreach Projects

PDP carried out social/local community initiatives partnering with service delivery organizations for various sectors. It provided an in-kind donation worth P31,950 to San Roque Parish in Sta. Cruz, Manila to help renovate the church, and donated lumber to the 522nd Engineers' Construction Battalion of the Philippine Army for its office tables and chairs.

For a safe school reopening and a conducive classroom environment for student-learners after two years of hybrid online and modular classes, PDP partnered with the local chapter of the Institute of Integrated Electrical Engineers of the Philippines, Inc. (IIEE) for the Department of Education's "Brigada Eskwela (School Volunteers' Brigade)." PDP donated electrical wires while IIEE did rewiring in classrooms of three local public schools in Tarlac province.

PDP and Habitat for Humanity adopted 13 newly constructed houses from two housing projects for poor households in Leyte Province by providing a complete package of electrical wiring solutions worth P233,000. Further supporting the initiative of Habitat for Humanity, the company adopted a community in Pasig and donated P150,000 for its Tree of Hope program for Christmas.

Aligned with its core business, PDP annually supports the launching of Fire Prevention Month at the onset of March every year. In the Philippines, the month of March is a critical period where most fire-related disasters happen. Together with the Bureau of Fire

Protection National Headquarters, PDP Customers' Relations Group discussed via FB live, fire safety measures to protect lives and property, and introduced two of PDP's premium fire-retardant wire products. The session generated 2,500 engagements.

To protect its employees from natural disasters such as typhoons and earthquakes, PDP invested P19 million to retrofit its main office building.



PDP in partnership with the IIEE Tarlac Chapter participated in Brigada Eskwela for the October 2021 school opening. Electrical engineers inspected and replaced electrical wires donated by PDP in two public elementary schools in Tarlac.



PDP supports annual activities of Fire Prevention Month in March



PDP's third-party workers' fire safety training

Amanpulo Employee Volunteers ready the food packs for boat transfer to Manamoc Island.



ASF community volunteers in Manamoc repacked 10 kilos of rice in addition to relief packs for 560 families.



Children with their mothers await their turn to receive their gift toys last Christmas 2021 provided by Amanpulo Resort.

SSRLI/Amanpulo Outreach Projects and Activities

Most of SSRLI/Amanpulo's outreach projects were for the needs of Barangay Manamoc where 50% of the Resort's employees and workers live. In August 2021, at the height of total lockdown in Manamoc with the upsurge in COVID-19 cases, Amanpulo donated P200,000 to ASF to complement the latter's relief assistance initiative. The employees volunteered to repack the food items and vitamins for 560 families. These were purchased by ASF in Manila and flown to the island via the Resort's chartered plane. In addition, Amanpulo produced over 600 copies of ASF's COVID-19 information materials for the community.

In December 2021, the Resort launched its second year of Christmas gift-giving to 660 children in Manamoc, with ages ranging from one-year old to 12 years old.

SSRLI also constructed a quarantine facility on its property in Manamoc Island for employees and contract workers as a half-way house for six days before they go back to work. Most of these employees are from Manamoc and nearby islands.



Four sturdy tents were installed at SSRLI's property in Manamoc as a quarantine area for contract workers. In addition, four houses in Manamoc were leased for the quarantine of its local employees before reporting for work for the safety and health of everyone at the Resort.

► Global Reporting Initiative (GRI) Index

GRI Standard		Disclosure	Page Number (s), Direct Answer, and/or Reason for Omission (if applicable)		
GENERAL DISCLOS	URES				
GRI 102: General Disclosures 2016	Organization Profile				
	102-1	Name of the organization	Page 2		
	102-2	Activities, brands, products and services	Page 2		
	102-3	Location of headquarters	Page 2		
	102-4	Location of operations	Page 3		
	102-5	Ownership and legal form	Page 2		
	102-6	Markets served	Pages 2-3		
	102-7	Scale of organization	Page 2		
	102-8	Information on employees and other workers	Pages 21-22		
	102-9	Supply chain	Page 20		
	102-10	Significant changes to the organization and its supply chain	For the period covered, there were no significant changes in the size, structure, ownership of both Amanpulo and PDP. On supply chain, Amanpulo registered a decrease in the number of local suppliers due to closure of many businesses during th pandemic.		
	102-11	Precautionary principle or approach	Page 13		
	102-12	External initiatives	Pages 35-42		
	102-13	Membership of associations	Page 11 PDP Active member of the Philippine Electrical Wire Manufacturers Association. Amanpulo is an active member of the following associations: Philippine Hotel Owners Association Cost Controller's Association in the Hospitality Industry, Inc. Information Technology Association of the Philippines ASF Active member of Area-Based Standards Network under the Department of Social Welfare and Development both at the Palawan Provincial Level and Region MIMAROPA. ASF also maintains its active membership in three (3) other social development networks. Refer to 2020 SR GRI Index.		
	Strategy				
	102-14	Statement from Senior Decision Maker	Page 9		
	Ethics and Integrity				
	102-16	Values, principles, standards, and norms of behavior	Refer to 2019 SR		

GRI Standard		Disclosure	Page Number (s), Direct Answer, and/or Reason for Omission (if applicable)			
	Governance					
	102-18	Governance structure	Page 12			
	Stakeholder Engagement					
	102-40	List of stakeholder groups	Pages 5-7			
	102-41	Collective bargaining agreements	Pages 23-24 No Collective Bargaining Agreements in any of the subsidiaries within Anscor Group			
	102-42	Identifying and selecting stakeholders	Pages 4-7			
	102-43	Approach to stakeholder engagement	Pages 4-7			
	102-44	Key topics and concerns raised	Pages 4-7			
	Reporting Practice					
	102-45	Entities included in the consolidated financial statements	Page 19 2021 Audited Financial Statements			
	102-46	Defining report content and topic boundaries	Pages 7-8 Refer to SR 2019			
	102-47	List of material topics	Page 8			
	102-48	Restatements of information	No Restatements of Information for 2021			
	102-49	Changes in reporting	No Changes in Reporting			
	102-50	Reporting period	Page 1			
	102-51	Date of most recent report	Last Sustainability Report was 2020			
	102-52	Reporting cycle	Page 1			
	102-53	Contact point for questions regarding the report	Inside Back Cover			
	102-54	Claims of reporting in accordance with the GRI Standards	Page 1			
	102-55	GRI content index	Pages 43-46			
	102-56	External assurance	No external assurance has been made for this report.			
MATERIAL TOPICS						
ECONOMIC DISCLO	SURES					
Economic Perform	ance					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Page 19			
	103-2	The management approach and its components	Page 19			
	103-3	Evaluation of the management approach	Page 19			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Page 19			

GRI Standard		Disclosure	Page Number (s), Direct Answer, and/or Reason for Omission (if applicable)
ENVIRONMENT DI	SCLOSURES		
Water Efficiency ar	nd Sustainable Wa	ter Withdrawal	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Page 29
	103-2	The management approach and its components	Page 29
	103-3	Evaluation of the management approach	Page 29
GRI 303: Water and Effluents 2018	303-1	Interaction with Water as a Shared Resource	Page 29
	303-2	Management of Water Discharge-Related Impacts	Page 29
	303-3	Water Withdrawal	Pages 29 & 31 As seawater is the only water source used by Amanpulo, all other water sources indicated in the GRI Standards (surface water, ground water, produced water, and third-party water) are not applicable. Further, there are no water-stressed areas in the island.
	303-4	Water Discharge	Pages 29 & 31 There are two major discharges of used water from the Resort's operation. First, is the effluent generated from the desalination process called brine water which is discharge back into the ocean and second, is the actual wastewater from resort operation that undergoes three levels of wastewater treatment through the Sewage Treatment Plant. Further, there are no water-stressed areas in the island.
	303-5	Water Consumption	Page 31
Waste Manageme	nt		
GRI 103: Management	103-1	Explanation of the material topic and its boundary	Pages 31-32
Approach 2016	103-2	The management approach and its components	Pages 31-32
	103-3	Evaluation of the management approach	Pages 31-32
GRI 306: Effluents	306-2	Waste by Type and Disposal Method	Pages 31 & 33
and Waste 2016	306-3	Significant Spills	Pages 32 & 33
	306-4	Transport of Hazardous Waste	Pages 32 & 33
SOCIAL DISCLOSU	RES		
Employment			
GRI 103: Management	103-1	Explanation of the material topic and its boundary	Pages 23-25
Management		boundary	
	103-2	The management approach and its components	Pages 23-25

GRI Standard		Disclosure	Page Number (s), Direct Answer, and/or Reason for Omission (if applicable)
GRI 401: Employment 2016	401-1	New Employee Hire & Employee Turnover	Pages 23 & 25
	401-2	Benefits provided to full-time employees that are not provided to Temporary or Part-time Employees	Pages 23-24
Stakeholders' Heal	th and Safety		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Refer to SR 2019
	103-2	The management approach and its components	Refer to SR 2019
	103-3	Evaluation of the management approach	Refer to SR 2019
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	Page 27 PDP shifted from OHSAS 18001 to ISO 45001: 2018 on Safety Compliance in 2021
	403-2	Hazard Identification, Risk Assessment and Incident Investigation	Refer to SR 2019
	403-3	Occupational Health Services	Page 27
	403-4	Worker Participation, Consultation and Communication on Occupational Health and Safety	Page 27
	403-5	Worker Training on Occupational Health and Safety	Page 26
	403-6	Promotion of Worker Health	Page 26
	403-7	Prevention & Mitigation of Occupational Health and Safety Impacts	Page 27
	403-9	Work-Related Injuries	Page 27
Anscor's Corporate	Social Respon	nsibility	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Page 35
	103-2	The management approach and its components	Page 35
	103-3	Evaluation of the management approach	Page 35
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Page 35-42



Corporate Social Responsibility Arm

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